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ABSTRACT

A standardized reporting format is being used by Massachusetts public libraries to provide another approach in identifying comparable libraries and to facilitate comparison of employee salary ranges and other personnel data. Tables list libraries by population group with corresponding data on current salary ranges, number of full time and part time employees, length of work week, highest educational level attained by employees, and fringe benefits. Summary tables arranged by population group and regional affiliation provide additional comparative data on: (1) high maximum, average maximum, and low maximum salaries for selected positions; (2) distribution of educational levels; and (3) fringe benefits. Data on financial support and library activities and an experimental analytic report accompanying this report are listed as related documents. (JPF)

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DATA FOR MASSACHUSETTS

PUBLIC LIBRARY PERSONNEL REPORT

1976

Massachusetts Bureau of Library Extension
Planning and Evaluation Unit
648 Beacon Street
Boston, Massachusetts 02215

January 1977

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INTRODUCTION

This year, we are reporting salary and staffing information for Massachusetts public libraries in a standardized format. We hope this new approach will facilitate the identification of comparable libraries and the comparison of salary and other personnel data and in this way, increase the usefulness of this information to practicing librarians and library trustees.

Instead of simply transcribing salary and staffing data as received from reporting municipalities, we selected a range of benchmark job titles (Library Director, Assistant Director, Branch Librarian, Custodial, and Pages) and position categories (Senior Librarian, Staff Librarian, Senior Library Technician, Library Technician, Clerical) that encompasses the staffing patterns of most libraries. Salary ranges as reported for individual library employees were then assigned to the appropriate job title or position category. In most cases, salaries were assigned directly on the basis of the job title supplied by the respondent; for example, salaries for Library Directors, Head Librarians, and Librarians were assigned to the Library Director column. However, the broader position categories such as Senior Librarian or Staff Librarian, defined below, necessarily include a variety of job titles, while representing distinct levels of experience and responsibility. Assigning salaries to these categories required that we interpret the degree of experience and responsibility represented by job titles supplied by respondents by considering such evidence as the overall library staffing pattern, the salaries attached to the job titles, and the number of employees at each salary level.

Throughout the process of assigning salary ranges, our goal was to characterize the scope of salaries paid by each reporting municipality. Inevitably with this format, because so many diverse staffing patterns must be fit into a single generalized display, some individual, exceptional salaries may not be reported. However, the data reported can be used effectively to identify libraries deserving further study; raw data for such libraries, showing all positions and individual salaries, are available on request.

In addition to current salaries, the library work week, the number of full-time and part-time employees, and the educational levels of employees are reported as in the past. New to this report, however, are descriptions of the fringe benefits available to library employees. This information is pertinent both as an indicator of the

conditions under which library employees work, and, when considered with current salaries, as more accurately depicting the costs required to employ the library staff.

With refinement, especially to the instrument used to gather salary and staffing data, we hope to minimize the interpretation required and data lost by using this format. Meanwhile, we welcome any observations about the clarity and usefulness of the approach and any suggestions for improvement.

EXPLANATORY NOTES

Salary and staffing reports for individual municipalities are arranged in seven population groups, based on the 1975 state census of population. Entries for municipalities with more than one library, including individual reports for each library, are located by the total population of the municipality.

Salary ranges shown are those paid library employees at the time the questionnaire was completed - for most respondents, August, 1976. For libraries that determine salaries on a fiscal year basis, therefore, ranges shown are for fiscal year 1977. Throughout the report, salary ranges are preferred to individual salaries; single salaries appear only where the respondent failed to indicate a range. Similarly, full-time salaries are preferred to part-time wages; if the same position is filled by full-time and part-time employees, the full-time salary is shown and the part-time wage is disregarded.

All dollar amounts shown are on either an annual or hourly basis. For libraries with a full-time work week (32 hours or more), all salaries except for classes in which only part-time workers are employed are annual. If a library reported weekly salaries they were converted to an annual amount. For libraries with less than a full-time work week (less than 32 hours), all salaries shown are hourly. If salaries were reported on another basis they were converted to an hourly rate using the hours worked in a typical week as supplied by the respondent. In some exceptional cases, annual stipends paid to library employees would not convert meaningfully to an hourly rate. Such stipends are shown as reported and marked with an asterisk.

Where two or more job titles having different salary ranges were assigned to a position category, the salary range shown is inclusive; that is, the minimum shown is the lowest minimum salary among the included job titles and the maximum shown is the highest maximum of those titles. Therefore, reported salary ranges may be broader than is appropriate for a single job title.

SALARY RANGES

Library Director

Shown here is the salary range for the administrative head of the library, which may include such job titles as Librarian or Head Librarian, frequently used by smaller libraries. The highest degree held by the incumbent is shown when it was reported. For this purpose, the MLS degree is considered higher than other Masters degrees, and the BLS higher than other Bachelors degrees.

Assistant Director

Included here are titles such as Associate Director, sometimes used in larger libraries, and Assistant Librarian, commonly used in smaller libraries, where it was clear that the position functioned in a responsible way as assistant to the administrative head.

Senior Librarian

Positions in this category are at the middle-management level. Typical job titles included might be Coordinator of Children's Services, Supervisor of Adult Serivces, or Head of Reference Department. However, the guiding principle in assigning positions to this category was evidence of supervisory responsibility for professional librarians.

Staff Librarian

This is the journeyman-level professional category. Typical job titles included might be Reference Librarian, Children's Librarian, or Adult Services Librarian. While these positions may require experience as well as being at the entry-level, and while they characteristically would include supervisory responsibility for sub-professional or clerical staff, they typically would not include responsibility for supervising other professional librarians.

Branch Librarian

Only positions specifically having this job title were assigned here.

Beginning Salary (MLS)

Shown here is the salary paid to newly employed persons holding the MLS degree, but without previous professional experience. Figures appearing in parentheses were not supplied by the respondent, but interpreted to be appropriate by examination of the library's staffing pattern.

Senior Library Technician

This sub-professional category includes positions that require either sufficient experience or education to perform more responsible circulation, processing or public service duties than the Library Technician category, below. Positions were assigned to this category only if they were substantially distinct in terms of number employed and compensation level from those at the Library Technician level.

Library Technician

This beginning-level sub-professional category includes positions typically having high school graduation as the minimum educational requirement. Duties performed are characteristically library-related as opposed to general clerical work.

Clerical

This category includes job titles such as clerical assistant, library aide, clerk-typist, and secretary. Positions were assigned to this column primarily on the basis of their characterization by respondents.

Custodial, Pages

Only positions specifically having these job titles were assigned to these columns.

Work Week

For larger libraries with a full-time staff, this figure is the number of hours typically worked per week by a full-time employee. For smaller libraries with only part-time staff, the figure is, with few exceptions, the number of hours typically worked per week by the Library Director. Only where that figure seemed uncharacteristic was another more representative number of hours assigned to this category. This item should not be confused with the library's weekly hours of service.

Number of Employees

FT: This is the number of staff members who work 32 hours or more in a typical week.

PT: This is the number of staff members who work less than 32 hours in a typical week. It is not a computed figure of full-time equivalent employees, except in the entry for the Boston Public Library.

Where the total number of full-time and part-time employees supplied by the respondent differed from the number of positions described as to salary and educational level, the figures shown represent our best effort to reconcile those differences.

Educational Levels

These figures show the number of employees, full-time and part-time, who hold as their single highest degree each degree level indicated. Here, also, the MLS degree is considered higher than other Masters degrees, and the BLS degree higher than other Bachelors degrees

FRINGE BENEFITS

Vacation Leave

Displayed here is the number of paid vacation days granted to full-time professional employees (in the upper row) and all other full-time library employees (in the lower row) for each of the years-of-service increments, as well as whether the benefit applies to part-time personnel. Increments are left blank where there is no change

in the vacation benefit granted. Where the years-of-service determining vacation leave differs slightly from the increments we show, the year in which the benefit change takes place is indicated in parentheses. In some libraries, vacation allowances are based on job titles instead of the Professionals/Others differential we use; in these cases, the appropriate job title is shown in parentheses.

Sick Leave

Indicated here is the benefit's applicability to part-time personnel and, in the upper block, the number of paid sick-leave days full-time employees are allowed annually. In the lower block is the maximum accumulation of sick-leave days allowed. Where sick leave days are not allowed to accumulate beyond one year, the annual allotment is repeated for the maximum accumulation.

Holidays

The number of paid holidays recognized by the reporting municipality is shown here. In addition to the ten most generally acknowledged holidays (New Year's Day, Washington's Birthday, Patriots Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, and Christmas), many municipalities recognize Martin Luther King Day as an eleventh holiday. Where two or more half-day holidays are granted, they have been totaled to full days.

Other Leaves

Letters shown here, keyed to additional leave benefits for designated purposes, indicate that the reporting municipality has made specific provision for such leaves.

Overtime

For libraries where overtime may be compensated either by additional pay or time-off due to the classification of the employee or the circumstances of the occurence, both AP and TO appear.

% Insurance Paid by Employees

Shown here is the percentage of the premium paid by the library employee for medical coverage and group life insurance. A zero means the entire premium is paid by the employer, not that the insurance benefit is not available.

Data for Public Libraries

Population Group I (0 - 1,999)

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
1. Alford 337												
2. Ashfield 1,420	3.00 (H)	2.50								2.50		20
3. Becket 1,153	2.30 (B)											12
4. Bernardston 1,776	3.00 (B)							2.00		2.30		14½
5. Blandford 954	3.30 (B)	3.00										12
6. Buckland 1,889	2.15											18
7. Charlemont 1,050	2.30											15

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

M - Masters Degree

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
																									1
	3							3			N	5	(2nd) 10	(librarian)			N	6				N	N	N	2
												N						6							
	1				1						N	N					N	0	11			N	N	SS	3
												N													
	3				1			1	1																4
	2				2						N	N					N	0	11			N	N	MP	5
												N													
	1									1	N								11	f		N	Y	N	6
	1									1	N	N					N	0							7
												N													

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity f-personal	TO - overtime compensated by time off.	SS - retirement benefits available through social security.
	c-paternity g-educational		
	d-military h-other		

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
8. Chester 1,114	2.65							2.30		2.30		20
9. Chesterfield 887	3.00 (B)											15
10. Chilmark 401	3.00 (MLS)	3.00						3.00				24
11. Clarksburg 1,958	175* (H)	160*										8
12. Colrain 1,493	2.75 (H)											15
13. Conway 1,152	2,200*									1,800*		10
14. Cummington 651	room (A)											10

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		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
											Days First Year	5th	10th	15th	20th		Days/ Year								
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	3									3		20						10				N	N	SS	8
												20													
	1				1							5	(librarian)				N	0	3		N		50	MP	9
	4	1						2	1		N	10					N	10	11		N	N	N	N	10
												10						10							
	2							2			N	N					N	0	0		N	N	N	N	11
												N													
	1							1			N	N					N	0	0		N	N	N	N	12
												N													
	3					1				2		10						2	0		N	Y	N	SS	13
												10													
	1					1						10						2	0		N	N	N	N	14
												10													

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
15. Dunstable 1,534	1,000* (H)	2.50										10
16. E. Brookfield 1,980	3.25 (H)											26
17. Egremont 1,220	3.00 (B)											12
18. Erving 1,308	425*											6
19. Florida 720	2.50			2.20								10
20. Gay Head 146												
21. Gill 1,276												

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		Grad.		Bach.							Vacation Leave						Sick Leave								
											PROFESSIONALS										% Insur. pd. by Empl's.			
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS												
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	2							2			N	N					N	0			N	N	N	N	15
												N													
	1							1			N	15					N	10	10		N	50	N	N	16
												15													
	1				1							15					N	0	5		N	N	N	N	17
												15													
	1									1	N						N	N	N		N	N	N	N	18
																		N							
	2						1	1												g	AP				19
																									20
																									21

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	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
22. Goshen 621												
23. Gosnold 100	300*						unpaid			unpaid		9
24. Granville 1,183	2.20								2.30	2.50		19
25. Hancock 697	234* (H)	273*										31½
26. Heath 423												
27. Hinsdale 1,749	2.30 (H)									2.50		10
28. Holland 1,347	2.30 (H)											10

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		Grad.		Bach.							Vacation Leave						Sick Leave							
											PROFESSIONALS										% Insur. pd. by Empl's.			
												Days First Year	5th	10th	15th	20th		Days/ Year						
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	OTHERS Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
											N	N					N	0			N	N	N	N	22
												N													
	3				1	1		1																	23
	3							2		1	Y	10	(librarian)				Y	10	0		N	N	N	MP	24
	3				1			2																	25
											N	N					N	0	4	f g	N	N	N	N	26
												N													
	2							2			N	N					N	0	0		N	N	N	N	27
												N													
	1							1			N	N					N	0	6		N	N	N	SS	28
												N													

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	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
29. Hubbardston 1,647	2.80 (A)	2.20										9
30. Huntington 1,730	2.50 (H)	2.50								2.50		13
31. Leverett 1,281	2.20 (H)											12
32. Leyden 452	2.30 (H)											10
33. Middlefield 307	65*	17*							130*			7
34. Monroe 186	2.30 (H)											2
35. Monterey 758	3.75 (B)											10

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											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
												OTHERS													
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	2					1		1																	29
	3							2		1	N	N					N	0	0		N	N	N	N	30
												N													
	1							1																	31
	1							1			N	N					N	0	0		N	N	N	N	32
												N													
	3				2				1		N	N					N	0	0		N	N	N		33
												N													
	1							1			N	N					N	0	0		N	N	N	N	34
												N													
	1				1						N	N					N	0	0		N	N	N	N	35
												N													

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36. Montgomery 600												
37. Mt. Washington 78	2.50 (H)											1
38. New Braintree 700	260* (H)											15
39. New Marlborough 1,087	3.00											10
40. New Salem 643	2.30 (H)	2.30										5
41. Oak Bluffs 1,724	3.50 (H)	3.00						3.00		3.20		20
42. Oakham 846	2.80 (A)	360*								300*		15

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		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							Municipality
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	
																									36
	1							1			N	N					N	0							37
												N													
	1						1				N	N					N	0	0		N	N	N	N	38
												N													
	1									1	N	N					N	0	0		N	N	N	MP	39
												N													
	2						1	1			N	N					N	0	0		AP	N	N	N	40
												N													
	4				1			3			N	20					N	10			N	25	25	MP	41
												20						14							
	3					1		1	1		N						N	0	6		AP	N	0	N	42

Y - Yes; benefit granted or applies to part-time personnel. N - No; benefit not granted or does not apply to part-time personnel.	OTHER LEAVES a-jury duty e-bereavement b-maternity f-personal c-paternity g-educational d-military h-other	OVERTIME AP - overtime compensated by additional pay. TO - overtime compensated by time off.	RETIREMENT MP - retirement benefits available through a municipal plan. SS - retirement benefits available through social security.

POPULATION GROUP I (o - 1,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
43. Otis 898	(A)	2.50										17
44. Pelham 1,153	2.60 (M)											10
45. Petersham 1,099	3.50 (A)	3.00								840*		16½
46. Phillipston 962	900* (H)									50*		10
47. Plainfield 366												
48. Plympton 1,679	3.85 (B)								2.90		2.30	30
49. Richmond 1,689	2.70 (H)							2.20				11

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

M - Masters Degree

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS													
											Days First Year	5th	10th	15th	20th	Days/ Year								
											OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
						1				1	N	N					N	0			N	N	N	N	43
												N													
	1		1								N	N					N	0	0	g h	N	N	N	SS	44
												N													
	3				1	1		1			N	N					N	0	0		N				45
												N													
	2							2			N	N					N	0	0		N	N	N	MP	46
												N													
											N	N					N	0	0		N	N	N	MP	47
												N													
	3				2				1		Y	5	(Librarian)				Y	5			TO	50	50	N	48
												0						5							
	4							4			N	N					N	0	0	f g	N	N	N	N	49
												N													

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
50. Rowe 313	4.50 (A)							2.75	2.50	2.50		20
51. Royalston 878	2.50 (H)											15
52. Russell 1,580	3.00 (M)	2.50							2.25	2.25		15
53. Sandisfield 660	unpaid (B)							unpaid				6
54. Savoy 467												
55. Shelburne 1,976	2.10 (M)											15
56. Arms	4.30 (A)	2.95								216*	2.30	13½

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
												OTHERS						Max. Accum.							
	4					1	1	2			N	5					N	0	0		N	N	N	MP	50
												5													
	1							1																	51
	4		1					1	2		N	N					N	0	0		AP	N	N	MP	52
												N													
	2				2						N	N					N	0	0		N	N	N	N	53
												N													
																									54
	1		1																	e f	AP	N	N	SS	55
	5		1			1		2	1		N	N					N		0		N	N	N	N	56
												N													

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement b-maternity f-personal c-paternity g-educational d-military h-other	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.		TO - overtime compensated by time off.	SS - retirement benefits available through social security.

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
57. Shutesbury 790	2.50 (H)									2.30		3
58. Tolland 215	unpaid (H)											2
59. Truro 1,260	4.00 (M)											8
60. Tyringham 328												
61. Wales 1,033	2.20 (H)	2.20										7
62. Warwick 582												
63. Wellfleet 1,973	4.00 (MLS)	3.50									2.20	25

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
																									57
	2							2																	58
	1		1																						59
																									60
	2							2			N	N					N	0		g	N	N	N	N	61
												N													
																	N	0	0		AP	N		MP	62
	5	1			1					3	Y	12					Y	12		a	N	50	N	SS	63
												12						20		e					

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement b-maternity f-personal c-paternity g-educational d-military h-other	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.		TO - overtime compensated by time off.	SS - retirement benefits available through social security.

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
64. Wendell 631	(B)	2.50										10
65. W. Stockbridge 1,355	2.75											
66. W. Tisbury 685	4.00 (B)	3.30										20
67. Westhampton 946	1,544*							50*				16
68. Whately 1,171	3,500*							2.50		400*		35
69. Worthington 810	unpaid							1.90				12

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	2				1			1			N	N					N	0	0		N	N	N	N	64
												N													
	1							1																	65
	2				2						Y	10	15	20			Y	15	11	a e f	N	50	N	MP	66
												10	15	20				60							
	2						1		1																67
1	2					1		1		1	N	10					N		9				Y	MP	68
												10													
	5								4	1															69

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

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RETIREMENT

MP - retirement benefits available through a municipal plan.

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Data for Public Libraries

Population Group II (2,000 - 4,999)

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
1. Ashburnham 3,834	5.25 (A)	2.86							2.86	2.80		21
2. Ashby 2,348	3.00 (H)											15
3. Barre 3,983	11,700 (M)							2.20 2.50		3.20		35
4. Berkley 2,300	4.00 (H)							2.50				15
5. Berlin 2,280	2.90 (M)							2.30		2.86		20
6. Bolton 2,427	2.60 (B)	2.43 2.51						2.20 2.30		2.20		25
7. Boxborough 2,642	3.10 (H)	2.64						2.36				14

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	4				1	1		2			Y	20					N		9		AP	N	N	SS	1
												10													
	1							1																	2
5	1		1				1	4			N	10					N		12		N	50	50	MP	3
												10													
	2							2			N	10					N		10			N	N	MP	4
												10													
	5				2	1		2			Y						N	10	10	e	TO	50	N	MP	5
																		10							
	6				2	1	1	2			N	10					Y	10	13	g	AP	N	N	N	6
												10						10							
	6		1			1		4			Y	20	(librarian)				Y	½	0		AP			MP	7
												10						1½							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty e-bereavement
b-maternity f-personal
c-paternity g-educational
d-military h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
8. Boxford 4,565	9,990 (A)	4.22					3.38	2.96	2.96	2.50 2.65	2.20	35
9. Boylston 3,326	4.00 (A)			3.00				2.75 3.00			2.20	30
10. Brewster 3,709	4.55 (MLS)								2.85 3.15			30
11. Brimfield 2,170	2.75 (B)							2.00		2.75	1.40	15
12. Brookfield 2,175	3.75 (H)							2.75		1,200*		16
13. Carlisle 3,178	8,480 (MLS)							3.15 3.75				38
14. Carver 4,280	5.50 (B)							2.31 2.75		1,040*		28

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
											Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
1	10				2	3		4	2		Y	10					N		10	a e f	TO AP	50	50	MP	8
												5						60							
	5			1		1		2	1		Y	10					Y	10	0		AP	35	35	MP	9
												10													
	3	1			1			1			N	10	(6th) 20	(librarian)			N	5	0	b	N	N	N	SS	10
																		20							
	5				2	1		1	1			10									N	N	N	N	11
												10													
	3							3			N	10					N	5	11		AP	N	N	MP	12
												10													
1	5	1			3	1		1			Y	20							10			50	50	MP	13
												10	15		20										
	4				1		1	1		1	Y	10	(librarian)				Y	6	11		TO AP	N	N	N	14

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity f-personal c-paternity g-educational d-military h-other	TO - overtime compensated by time off.	SS - retirement benefits available through social security.

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
15. Cheshire 3,199	2.75 (H)											15
16. Deerfield 4,255 Dickinson	2.75 (B)							2.50	2.30			10
17. Tilton	3.45 (H)							3.25	2.10	3.00		8
18. Douglas 3,174	4.94 (MLS)							2.60				20
19. Dover 4,923	8.400 (B)	3.63						2.80 3.25		3.20		40
20. Eastham 3,069	4.50 (BLS)							3.21 3.49			2.50	28
21. Edgartown 2,141	3.06 5.34 (H)			2.00 4.00						2,400*		27

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H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS											
		Grad.		Bach.							Vacation Leave					Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS												
											Days First Year	5th	10th	15th	20th	Days/ Year							
											OTHERS												
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	1							1				10							11		N	N	N	SS	15
												10													
	4							3	1		N	Y					N		0		N	N	N	N	16
	4				3				1																17
	4	1			2			1			N	(3rd) 10	(librarian)				N	15	14	b f	N	50	50	MP	18
																		90							
1	6		1		5		1				N	20	(librarian)				N	10		e	AP			N	19
												15						20							
	5			1	1				1	2	Y	10					N	10	4		AP	Y	Y	MP	20
												10													
	5				1			3		1	Y	3½	5				Y	5				50	50	MP	21
												3½	5												

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
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POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
22. Essex 2,872	3.75 (B)								3.50			29
23. Hadley 3,802	3.25 (B)			2.50	2.50			2.00 2.50				19
24. Halifax 4,684	8,910 (H)			3.15				2.62				40
25. Hampden 4,751	3.35			2.70 2.85								26
26. Hardwick 2,172 Paige	800* (H)									450*		10
27. Gilbertville	2.20 (H)									2.20		15
28. Harvard 3,514	4.05 (BLS)			3.25 3.37					2.50	3.00	2.20	28

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS													Municipality
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	
	2				1			1			Y	10		15		20	Y	10	9	a d e	TO	50	50	MP	22
												10		15		20		50							
	6				2	1		1	1	1	Y	5					N				N	N	N	N	23
												5													
1	5				2		1	2	1		Y	10		15			N		10	a	TO	50	50	MP	24
												10		15											
	3					1		2				5						0	8		N	50	50	MP	25
												5													
	2									2	N						N				AP	N	N	N	26
	2							1		1							N	0	0			N	N		27
	6			1	1	1	1			2															28

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
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	c-paternity g-educational		
	d-military h-other		

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
29. Hatfield 3,090	3.75 (B)			3.15								20
30. Hopedale 4,014	6.15 (BLS)			3.78			3.15	2.20		2.62		30
31. Lanesborough 3,237	2.70			2.70				2.30				10
32. Marion 3,764	7,100 (MLS)			2.75							2.20	32
33. Mashpee 2,496												
34. Mendon 2,714	3.30 (B)			2.53						2.50		10
35. Merrimac 4,202	9,000 (H)	6,968						2.20 2.73		5,457		40

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	3				1			2			N	N					N	0	0		N	50	50	MP	29
												N													
	5			1				2	1	1	N	20					N	20			N	50		MP	30
												20													
	3							3			N	N					N	0	0		N	N	N	N	31
												N													
1	2	1			1				1		N						N				N	50	N	SS	32
																									33
	4				2	1				1															34
2	4						3	3			N	10			15		N	15	9		N	50	50	MP	35
												10			15			30							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity f-personal c-paternity g-educational d-military h-other	TO - overtime compensated by time off.	SS - retirement benefits available through social security.

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
36. Middleton 4,032	3.75 (B)	3.38		3.05					2.55	2.30	2.30	20
37. Nahant 4,229	8,889 (MLS)			3.05				3.05			2.20	35
38. Newbury 4,239	1,820* (H)			3.00 3.50								30
39. No. Brookfield 4,150	3.30 (H)	2.64						2.32		2.20	2.20	26
40. Northfield 2,470 Dickinson	6,600 (A)			3.23				2.20		1,200*		40
41. Field												
42. Orleans 4,369	12,611 (MLS)	3.84						2.45 3.20				40

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

M - Masters Degree

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS											
		Grad.		Bach.							Vacation Leave						Sick Leave								
												PROFESSIONALS													
												Days First Year	5th	10th	15th	20th		Days/ Year				% Insur. pd. by Empl's.			
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	10				1	5		2	2		N	N					N	0	0		N	N	N	MP	36
												N													
1	6	1						3	2	1	N	10	15	20			N	15	11	a b c d e f g	TO	50	50	MP	37
												10	15	20				60							
	3							3			Y	6					Y	12			TO	N	N	MP	38
												4						12							
	5						1	4			Y	20	(librarian)				Y		10	a e g	N	Y	Y	MP	39
												10						14							
1	3				3	1					Y	10					Y	10	7		TO	25	Y	MP	40
												10						10							
																									41
1	7	1	1	1	3	1		1			N	10					N	Y	8	a	N	Y	50	MP	42
												10													

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
43. Paxton 3,706	7,209	3.53						2.20 2.63	2.36	4.20	2.20	40
44. Princeton 2,072	3.20 (H)							2.40 2.60	2.40			20
45. Provincetown 3,947	9,400 (M)			7,785					7,434	1,900*		40
46. Rochester 2,284	2.65 (B)											10
47. Rowley 3,455	3.20 (MLS)			2.76					2.30 3.00	3.00	2.30	25
48. Rutland 3,692	2.90 (A)			1,285*								22
49. Salisbury 4,967	7,000 (H)						3.20					40

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M - Masters Degree

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

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H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave					Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS													
											Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
1	7				2			3	1	2	Y	15	(librarian)				Y		4	e	N	N	N	MP	43
												10						30							
	5							5			N	10	(librarian)				N		0		AP	Y	N	MP	44
																		15							
3	1		1		1			2			Y	10	15	20			Y	12	12	a	TO	50	50	MP	45
												10	15	20				no limit		g				SS	
	1				1																				46
	10	1			1	1		4	2	1	Y	10					N		10		N	N	N	N	47
												10													
	2					1		1				10					N	0			N	N	N		48
												10													
1	2					1	1	1			N						N	15			N	25	50	MP	49
																		90							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity f-personal c-paternity g-educational d-military h-other	TO - overtime compensated by time off.	SS - retirement benefits available through social security.

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
50. Sheffield 2,723	9,056 (B)							3.00 3.25				40
51. Sherborn 4,116	6,760 (BLS)	6,136						2.53 2.98		3.63	2.30	37½
52. Shirley 4,740	2.75 (H)			2.20						360*		19
53. Southampton 3,770	3.69 (B)			3.39					2.47	3.00		22
54. Sterling 4,901	4.00 (MLS)			3.05				2.40 2.43			2.30	20
55. Stockbridge 2,228	8,500 (H)			5,100 6,000				3.15		4.00	2.20	40
56. Stow 4,688	8,000 (MLS)			4,657					2.30 2.50	3.15	1.75	33

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B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
1	4				4	1					N	10	15	20			N	15	5	a e f		Y	N	MP	50
												10	15	20				60							
2	10			1	5			2	1	3	N	10	15	20			N	5	9	a e f	N	N	N	MP	51
												10	15	20				120							
	3							2		1	N	N					N	0	0		N	50	Y	SS	52
												N													
	4		1		1			1		1															53
	6	1			1			2	2		Y	10		15		20	Y	10	12		N	N	N	N	54
												10		15		20		30							
3	3				1			4	1																55
3	3	1			1			3	1		N	5		15			N	15	9			50	100	MP	56
												5		15				30							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
57. Sunderland 2,763	2.30 (H)											18
58. Sutton 4,969	2.45 (H)			2.20								25
59. Tisbury 2,754	10,400 (MLS)			3.50								40
60. Tyngsborough 4,870	3.50 (H)			3.30								24
61. Upton 3,777	6,734 (H)							2.20	2.80			37
62. Warren 3,456	6.30 (H)							2.30				19
63. W. Warren	700* (B)											15

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B - Bachelors Degree

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H - High School Graduate

M - Masters Degree

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS																		Municipality
		Grad.		Bach.		Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	Vacation Leave							Sick Leave		Holidays	Other Leaves	Overtime	% Insur. pd. by Empl's.		Retirement				
											PROFESSIONALS																			
												Days First Year	5th	10th	15th	20th		Days/ Year											
											OTHERS																			
FT	PT	M.L.S.	Other	B.L.S.	Other						PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.				Medical	Life					
	1							1			Y	10	(librarian)				N		0		N	N	N	N				57
	2							2			Y	5	(2nd) 10	(12) 15			Y	10	10	e	AP	50	50	MP				58
												5	(2nd) 10	(12) 15				45										
1	2				1			1				10	15					12	10	g		50	N	MP				59
												10	15					60										
	2							2																					60
1	2				1			1	1		N	10		15			N			a	N	N	N				61
												10		15														
	2						2				N		(librarian only)				N		8	a e f g	N	Y	N	SS				62
												N	N															
	1				1						N	N					N	0				N	N	N				63
												N																

Y - Yes; benefit granted or applies to part-time personnel. N - No; benefit not granted or does not apply to part-time personnel.	OTHER LEAVES a-jury duty e-bereavement b-maternity f-personal c-paternity g-educational d-military h-other	OVERTIME AP - overtime compensated by additional pay. TO - overtime compensated by time off.	RETIREMENT MP - retirement benefits available through a municipal plan. SS - retirement benefits available through social security.

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
64. Wenham 3,359	4.29 (H)			3.42 3.65				3.42	2.20			30
65. W. Brookfield 2,927	3.20 (H)			2.90						2.60		17
66. W. Newbury 2,626	4.00 (H)			2.40				2.20				30
67. Westminster 4,525	6,000 (B)			3.75					3.75			40
68. Williamsburg 2,292 Meekins												
69. Haydenville												

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	6		1					2	1	2	Y	10		15			N	0	11		TO	60	60	MP	64
												10		15											
	3							3			N	10	(librarian)				N	5	11	e		N	N	MP	65
												5													
	3							2	1		N	10		15			N	5	10		N	50	N	MP	66
												10		15				5							
1	2				2			1				10						7	8		TO	50	Y	MP	67
												10													
																									68
																									69

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Data for Public Libraries

Population Group III (5,000 - 9,999)

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
1. Acushnet 8,439												
2. Ashland 8,906	6,620 8,305 (A)			3.05 3.72				2.68 3.72	2.44 3.41	2.44 3.41	2.25 2.61	35
3. Avon 5,315	6,000 8,400 (A)							2.20 2.60	2.50 3.75	2.50 3.15	2.20 2.40	35
4. Ayer 6,718	7.96 (MLS)							2.72 3.63	2.63	2.50		10
5. Belchertown 6,361	3.50 (B)			3.15				2.50				25
6. Blackstone 6,486	2.51								2.46			25
7. Charlton 5,598	2.75			2.75								31

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H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
																									1
3	6				2	4		1	1	1															2
1	7				1	1	3	2	1		Y	10	20		20		Y	10	11	a e g	TO AP	50	50	MP	3
												10	15		20			30							
	7	1			1			4		1	Y	15					Y		10		AP	N	N	N	4
												15													
	3				1	2					N	N					N	0	0		AP	N	N	MP	5
												N													
	2							1		1	N	N					N					Y	Y	MP	6
												N													
	2									2															7

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OVERTIME

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RETIREMENT

MP - retirement benefits available through a municipal plan.

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POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
8. Chatham 6,027 Eldredge	7,000 (A)			2.30 2.50								40
9. So. Chatham												
10. Cohasset 7,785 Pratt Memorial	12,604 15,452 (MLS)			9,764 10,812				4.13 4.78	3.17 3.70	4.17 4.54	2.20 2.30	35
11. Nantasket												
12. Dalton 7,504	9,853							3.43		3.15	2.30	35
13. Dennis 9,351 Memorial	3.52							200*				10½
14. Jacob Sears	2.67											6

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS													
		Grad.		Bach.							Vacation Leave						Sick Leave						% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
1	3				1	3																			8
																									9
3	10	2		1	1	2		3	4		Y	20	(librarian)				Y	15	11	a d e	TO	50	Y	MP	10
												10	15		20			120							
											N	N					N	0			N	N	N	SS	11
												N						0							
1	8							4	4	1															12
	2						1			1	N	N					N	0				N	N		13
												N													
	1									1	Y						Y		0		N	N	N	N	14

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POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
15. So. Dennis	2.47							unpaid				15
16. W. Dennis												
17. Dighton 5,076	5.31								2.20	450*		13
18. Dudley 7,857	4,889 (H)			3,457*					2.20	756*		35
19. E. Bridgewater 9,485	12,000 13,742 (B)	9,500 11,260		8,700 12,526			6,500 9,200	1.90 3.25	2.60 3.25	3.94	2.50	35
20. Freetown 5,417 Hathaway White	2.89			2.89				2.21				12
21. Georgetown 5,912	5.32 (H)			3.32 3.85				2.85 3.32		1,488*	2.20 2.30	25

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Number of Empl's.		EDUCATIONAL LEVELS									ERINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
												PROFESSIONALS												
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS												
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	10									10	N	N					N	0	0		N	N	N	SS	15
												N													
												10						Y	9		N	N	N	SS	16
												10													
	3							1		2	N	10					N		10		N	N	N	MP	17
												10													
1	4							4		1	N	5	10			15	N	10		e	TO	N	50	MP	18
												5	10			15		30							
9	5	1			6	2	1	2		2	Y	10	15		20		Y	10	10	g	N	50	50	MP	19
												10	15		20			90							
	5									5	Y	10					Y	12	0			N	N	N	20
												10						30							
	9				1			3	4	1	Y	10	(librarian)				Y	30	11	e	TO	50	50	MP	21
												5						30							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
22. Granby 5,609	6,918 (B)			5,242				2.75	2.30	2.30		32
23. Gr. Barrington 7,068 Mason	6,000 (MLS)	5,200		4,700		6,000						40
24. Housatonic												
25. Groton 5,497	6,978 8,731 (A)			4,966 6,240				2.73 3.43		1,933*		36
26. Groveland 5,253	3.74			3.10				2.20		800 *		16
27. Hamilton 6,675	8,528 11,227 (MLS)					8,528		3.04 3.52		3.78 4.06	2.30 2.57	40
28. Hanson 8,331	8,400 (B)						3.39		2.81 3.01		2.30	40

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

M - Masters Degree

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									ERINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
											Days First Year	5th	10th	15th	20th		Days/ Year								
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
3	3				2		3	1					15						6½	f	N	50		MP	22
													15												
4		1		1	1					1	N	20					N	14	12		TO	10	10	MP	23
												10						31							
																									24
3	3				3	2				1	Y	10	15	20			Y	9	11		AP	50	50	MP	25
												10	15	20				no limit							
	4		1					1	1	1															26
2	10	1			3	2	2	1	2	1	Y	5	(2nd) 10	15			N	15	11	a d e		50		MP	27
												5	(2nd) 10	15				no limit							
1	5				1			3	2		Y	10					Y	10	11	a d e	TO AP			MP	28
												10						45							

Y - Yes; benefit granted or applies to part-time personnel. N - No; benefit not granted or does not apply to part-time personnel.	OTHER LEAVES a-jury duty e-bereavement b-maternity f-personal c-paternity g-educational d-military h-other	OVERTIME AP - overtime compensated by additional pay. TO - overtime compensated by time off.	RETIREMENT MP - retirement benefits available through a municipal plan. SS - retirement benefits available through social security.

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
29. Harwich 7,786 Brooks	7,965 10,160 (B)	L		2.60 3.15					2.20 2.40	2.70 3.10		40
30. Harwich Port	2.50			2.25						4.00	2.20	20
31. Chase	4.00			400* 800*								8
32. Hopkinton 6,405	8,110 (H)			2.76				2.61	2.36 2.48	2.00		40
33. Kingston 6,776	8,994						3.95 4.35	3.95 4.25		2,368*	2.30	35
34. Lakeville 5,118	3.10			2.54								21
35. Lancaster 5,673	9,363 10,000 (B)			7,039			6,400	3.50		3,126*	2.50	39

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B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

M - Masters Degree

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
1	7				3				1	4	N	10			15	20	N	0	11			N	N	MP	29
												10			15	20									
	4				1			1	1	1	N	N					N	0				50	50	MP	30
												N													
	3									3	N	N					N	0				N	N		31
												N													
1	13				1		1	11	1		N	20					N	0				N	N	MP	32
												15													
1	8						3	5		1	N	10	15	20			N	12	11	a d e f g	TO AP	50	50	MP	33
												10	15	20				no limit							
	4							3	1		N	N					N	0	0		N	N	N	MP	34
												N													
3	4				1		1	2		3	Y	10	15		20		Y	10	10	a d e g	N	Y	Y	MP	35
												10	15		20			no limit							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
36. Lee 6,319	11,550 (H)							2.65 3.77		2,224*	2.20	35
37. Leicester 8,887	5.57 (M)				4.00			2.81 3.00	2.30			27
38. Lenox 5,718												
39. Lincoln 6,374	13,824 (MLS)	10,260	7,410 12,290					3.46 4.21	3.56	2.20	2.20	37½
40. Littleton 6,629	9,000 (A)			2.89			2.59			1,783*		35
41. Lunenburg 8,175	9,915 12,045 (MLS)			5,985 8,685		9,915			2.50 3.15	2.90 3.40	2.30	37½
42. Manchester 5,542	10,777 11,736 (B)			7,707 8,408					3.94 4.34	4.04		35

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M - Masters Degree

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
1	7								4	4	N	20					Y	10	10		TO AP	50	N	SS	36
												10						no limit							
1	7		1		2			2	2	1		Y					N	0						MP	37
												Y													
																									38
3	20	3			4				10	6	Y						Y	13	10		TO	Y	N	MP	39
1	10				5	2		3			Y	20					Y	15	0		AP	35	35	MP	40
												20						60							
3	4	1			1		1	3	1		N	10	15		20	25	N	10	10	a d e	TO	25	25	MP	41
												10	15		20	25									
2	4				3			3			N	10		15	20	25	N	12	10		TO	50	50	MP	42
												10		15	20	25		150							

Y - Yes; benefit granted or applies to part-time personnel.	OTHER LEAVES	OVERTIME	RETIREMENT
N - No; benefit not granted or does not apply to part-time personnel.	a-jury duty e-bereavement b-maternity f-personal c-paternity g-educational d-military h-other	AP - overtime compensated by additional pay. TO - overtime compensated by time off.	MP - retirement benefits available through a municipal plan. SS - retirement benefits available through social security.

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
43. Mattapoisett 5,376	4.30 4.77 (B)			2.55 2.62				2.32 2.38				26
44. Maynard 9,901	9,992 10,992 (MLS)			7,472 8,397		7,472		3.81 4.11	3.81 4.11	4.45 4.75	2.27	35
45. Medway 8,166	9,680 (MLS)			3.30 3.41				2.20		2.80		40
46. Millis 6,534	10,250 (B)			7,500 9,500		9,500		2.87 3.26		3.57	2.30	35
47. Monson 7,376	10,500 (B)						2.75 2.90	2.70 2.75	2.75	900*	2.20	32½
48. Montague 8,321	4.06			2.30 2.95						2.50		10
49. Millers Falls	2.67								2.30 2.89			15

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A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	6				1	1	2		2		N	N					N	0	0		N	N	N	N	43
												N													
3	9	5			1		1	4	1		Y	10		(8th) 15	20		Y	12	11	a b e		50	50	MP	44
												10		(8th) 15	20			180							
2	7	1			3	1		3	1		Y	10		(11th) 15	20		Y	8	10		AP	40	100	MP	45
												10		(11th) 15	20			8							
3	8	1			1		1	2		6	N	10		15			N	15	10	a e	TO	50	50	MP	46
												10		15				90							
1	10		2	2				5	2		Y	20					N	10	11	e f	N	Y	N	SS	47
												10						12							
	3					1		1		1		10						6	10			N	N	MP	48
												10						18							
	2					1		1			Y	5	10				Y	10	10	a e		N	N	MP	49
												5	10					27							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity f-personal	TO - overtime compensated by time off.	SS - retirement benefits available through social security.
	c-paternity g-educational		
	d-military h-other		

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
50. Turners Falls	6,916 8,086 (MLS)					6,916			2.67 3.09	2.50		36
51. Nantucket 5,559	11,500 (BLS)			9,000					3.00		2.50	39
52. Norfolk 5,960	8,840 (B)							3.00 3.45	3.00	2.75	2.20	40
53. Norton 9,869	10,506 (BLS)							2.76 3.33	2.42	1,912*	2.20	32
54. Norwell 8,999	10,000 11,300 (MLS)			7,189 7,698				2.40	2.50	2.95		32
55. Orange 6,445	10,500			3.85	4.20			2.30	1.90			40
56. Pepperell 6,745	4.50			3.55					2,174*	2.30 3.50		21

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B.L.S. - Bachelors in Library Science

B - Bachelors Degree

M - Masters Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS														Municipality
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
											Days First Year	5th	10th	15th	20th		Days/ Year								
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	
	4	1						3			Y	5	(2nd) 10	15	20		Y	20	11	a b d e	TO	25	25	MP	50
												5	(2nd) 10	15	20			90							
1	4			1	1		1	2																	51
1	11				3		2	3	4		N	Y					N	Y				N	N	N	52
1	10			1	1	1		6	2		Y	20					Y	7	10		N	50	50	MP	53
												5	(2nd) 10	(6th) 15				21							
3	9	3	1		4			3		1	N	10					N	12	10	a b e	TO	50	N	MP	54
												10						120							
1	5				1				2	3	Y	5	(3rd) 10	15	20	25		15	11	a e f	N	25	50	MP	55
												5	(3rd) 10	15	20	25									
	6					2				4	Y	5	(2nd) 10	15		20	Y		10		N	40	Y		56
												5	(2nd) 10	15		20									

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
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OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP II (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
57. Plainville 5,463	3.00						3.00		2.30	2.30		15
58. Raynham 7,720	2,400* (BLS)			3.38 3.95					2.10	2.00		
59. Rehoboth 7,009	1,864* (B)							2.30				25
60. Rockport 6,284	5.62 (BLS)			6,187						3.32 3.70	2.25 2.62	30
61. Sandwich 6,258	15,046 (MLS)			7,222 9,400				2.75 3.70		3.08		35
62. Southborough 6,326	10,538 13,099 (B)			8,212 10,218				2.92 3.64		3.23 4.02	2.30	40
63. Southwick 7,028	4.16 (B)							2.10 2.30				30

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

M - Masters Degree

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
											Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	4								2	2	N	0	(2nd) 5	(5th) 10	(10th) 15		N	0	10		N	50	N	N	57
												0	(2nd) 5	(5th) 10	(10th) 15										
	8			1				6	1		N	6					N	10	11		AP	N	N	SS	58
												6						10							
	3				1			2			N	10					N	10	10	a e	AP	N	N	SS	59
												10						14							
	9			1				6	2			5	(2nd) 10	(5th) 15	(10th) 20			13	13	a d e		25	25	MP	60
												5	(2nd) 10	(5th) 15	(10th) 20			120							
2	8	2			5			1	1	1	Y	10	15	(12th) 20			Y	10	11		TO	25	25	MP	61
												10	15	(12th) 20				no limit							
2	6				3	1		2	2		Y	10	(7th) 15		20			15	11	a d e g	N	50	50	MP	62
												10	(7th) 15		20			105							
	5				1			3	1		N	15					N	Y	6			50	50	MP	63
												15													

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
64. Spencer 9,895	4.70 (B)					8,639		2.10 4.70		2,153*		20
65. Sturbridge 5,522	7,200 (M)			3.00				2.75	2.30	1,020*		32
66. Templeton 6,079	2.78 (B)			2.78	2.56			2.56		800*		9
67. Topsfield 5,913	10,800 (MLS)			8,800			3.25	3.00	3.00	2,700*		32
68. Townsend 5,125	3.01			2.84					2.84	850*		23
69. Uxbridge 8,528	8,650			4.00				3.00				40
70. Ware 8,679	9,218 (B)			4,400* 5,500*						2,640*		34

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B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

M - Masters Degree

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave					Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS													
											Days First Year	5th	10th	15th	20th	Days/ Year								
											OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
	6				2			4			Y	10		15			Y	10	11	a d e		50	90	MP	64
												10		15				30							
1	6		1		2	1		1	1	1	Y			10	(librarian)		N	0	0		N	N	N	MP	65
													5												
	5				2				2	1															66
2	6	2			3			2		1	Y	20					N	12	10		N	50	50	MP	67
												20						12							
	4					1		2		1															68
1	5				2	1			1	2	Y	15					N	0			N	Y	35	MP	69
												15													
3	2				1				3	1	N	20					N	10	10		TO	N	N	SS	70
												10	15					30							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity f-personal c-paternity g-educational d-military h-other	TO - overtime compensated by time off.	SS - retirement benefits available through social security.

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
71. W. Boylston 6,284	9,288 (B)			6,411				2.30 3.75		2.20 3.00	2.20 2.50	40
72. W. Bridgewater 6,429	8,750 9,839 (MLS)					8,750		6,315	2.60	3.88	2.35	35
73. Williamstown 8,247	7,000 (A)			2.31 3.80	2.10		3.66	2.20 2.76	2.20			42
74. Winchendon 6,855	4.29			4.07						1,301*		30
75. Wrentham 7,342	9,791 11,227 (MLS)			7,800 8,324		10,291		2.70		2.30	2.30	35

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave					Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
												OTHERS						Max. Accum.							
2	7				1	2		3	1	2	Y	5	(3rd) 10	15			N	10			N	50	50	MP	71
												5	(3rd) 10	15				14							
3	4	1				1		4	1		N	10	15	(12th) 20			N	15	11	a e f	AP	50	50	MP	72
												10	15	(12th) 20				120							
1	9	2			4	2	1			1		10		15			Y		11	a b e f	TO AP	50	50	MP	73
												10		15											
	3				1					2		15						10	11	e g	TO	Y	Y	MP	74
												10						no limit							
2	6	1				1		2	4		N	10	15	20			N	18	10		TO	50	50	MP	75
												10	15	20				75							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity f-personal c-paternity g-educational d-military h-other	TO - overtime compensated by time off.	SS - retirement benefits available through social security.

Data for Public Libraries

Population Group IV (10,000 - 24,999)

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
1. Abington 13,456	10,000 11,500 (MLS)			7,900					2.40 3.35			35
2. Acton 18,209 Memorial	12,305 15,170 (MLS)	9,692 11,715		9,271 11,125			3.16 3.77	2.92 3.44		9,277 10,213	2.23 2.44	37½
3. Citizens'	5.05 (H)											26
4. Adams 11,270	10,907 12,394 (BLS)	8,303 9,543		6,195 7,187		10,907			5,544 6,443	7,187 8,303		35
5. Agawam 24,305	11,492 13,182 (B)	8,567 9,958		7,033 8,229					5,772 7,345	4.03 4.70	5,096 5,993	35
6. Amesbury 13,752	11,027 12,584 (MLS)			6,894 9,582				5,505 6,695	4,833 5,691	6,136 7,176		38
7. Amherst 22,308	12,818 16,497 (MLS)	10,361 13,325		8,632 12,454	3.73 4.81	9,620	6,812 9,393	5,902 7,618	5,902 9,932	7,280 9,373	2.20 3.50	37½

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS													
											Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
3	13	1		1	1	1		9	3		N						Y	12	9		TO	50	50	MP	1
																		84							
6	15	5			7		1	3	4	1	Y	10	15	(12th) 20			Y	10	11	e f	TO AP	10	50	MP	2
												10	15	(12th) 20				100							
	1							1			Y	15						15	11	e f		10	50	MP	3
												15						100							
6				1				4		1	N	10		15		20	N	15	11	e f	TO	50	50	MP	4
												10		15		20		150							
11	4				5		3	6		1	N						N	15	11	a b d e	AP	50	50	MP	5
																		90							
5	13	1			2	15					Y	10		(8th) 15	20		Y	16	10		N	25	100	MP	6
												10		(8th) 15	20			80							
16	27	5	2	1	9	1	2	10	13		Y	20					Y	15	12	a e b f d	TO	25	25	MP	7
												10						no limit							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty e-bereavement
b-maternity f-personal
c-paternity g-educational
d-military h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP IV Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
8. Athol 10,849	10,000 12,000 (MLS)			7,000 8,500				5,616 7,072	2.70 3.40	2.75 3.25	2.20	40
9. Auburn 15,626	13,300 16,500 (MLS)	10,000 12,400		6,162 9,139				3.25 3.95	2.66 3.25	3.20 4.05	2.30	37
10. Bedford 12,314	14,295 (MLS)	11,037 12,654		10,400 11,934			8,057 9,245	3.06 3.96	4.36 4.86	9,120 10,465	2.22 2.43	35
11. Bellingham 14,461	5,632 (A)			4,550*	2,600 * 3,302							
12. Bourne 11,362	11,700 15,200 (MLS)			4.25 4.93	3.75 4.36	9,000		3.75 4.36	3.00 3.98	2.50		40
13. Bridgewater 13,613	11,287 12,412 (BLS)	8,242 9,162		8,242 9,372		8,452			6,258 6,894	9,050 9,775		35
14. Burlington 24,306	12,393 14,776 (MLS)	9,587 11,364		8,820 10,432				3.60 3.91	2.95 3.20		2.50 2.70	40

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS													
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
												OTHERS						Max. Accum.							
4	4	1			2	1	2	1	1		Y	10		15		20	N	15	11			20	Y	MP	8
												10		15		20		150							
4	14	2			2			8	5	1	Y	10		(8th) 15	20		Y	18	11	a d e	TO	50	50	MP	9
												10		(8th) 15	20			90							
7	14	5			5	3	1		5	2	Y	10		15	20		Y	15	11	a d e	TO AP	50	50	MP	10
												10		15	20			no limit							
2	2					1		3																	11
2	8	3			4			3			Y	10					Y	15	11	a b d e	TO AP	50	Y	MP	12
												10						no limit							
7	11	2		1	8		1	2	3	1	N	10	(7th) 15	(13th) 20			N	15	10	a d e	TO	50	50	MP	13
												10	(7th) 15	(13th) 20				15							
3	11	3				1		6	4		Y	10	15	20			N	12	11	a e	TO AP	50	50	MP	14
												10	15	20				no limit							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity f-personal c-paternity g-educational d-military h-other	TO - overtime compensated by time off.	SS - retirement benefits available through social security.

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
15. Canton 18,114	14,170 17,336 (MLS)	12,412 13,504		11,520 12,467		11,520	10,046 10,920		3.48 4.21	3.48 4.21	2.20	35
16. Clinton 13,015	6,423 6,579 (A)			6,157 6,313				6,011 6,167		7,060		
17. Concord 17,270	14,580 17,068 (MLS)	11,524 13,480		8,429 11,990	10,243 11,990	8,767	3.54 4.14	3.08 3.61		8,840 9,568	2.20 2.30	37½
18. Dartmouth 21,586	12,500 (MLS)	9,182 10,774		7,364 8,587	7,794 9,086			6,236 7,288	6,605 7,686	6,975 9,086	2.20 2.40	35
19. Dracut 20,287	10,000 (MLS)	7,280						2.71 3.00	6,347	1,685*		35
20. Duxbury 10,601	12,000 15,000 (BLS)			9,943 11,799		9,943		3.80 4.42	6,315 8,486	7,696 8,944	2.20	40
21. E. Longmeadow 13,132	10,411 15,743 (MLS)	7,211 9,972		8,467 9,279				5,582 7,337			2.30	37

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave					Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS													
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS												
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
9	6	2			1			6	3	3	Y	10	15	20			N	15	10½	a d e	AP	50	50	MP	15
												10	15	20				no limit							
	8				1	2		1		4															16
14	27	5		1	11		1	7	11	5	Y	10	15		20		Y	12	11	a d e f	TO	50	1%	MP	17
												10	15		20			no limit							
12	1	1			1			4		7	Y	5	(2nd) 10	(7th) 15	20		Y	15	10	a d e f	TO AP	50	50	MP	18
												5	(2nd) 10	(7th) 15	20			no limit							
4	6	1			2	1	1	3		2	Y	10	15	(12th) 20			Y	8	11	e	TO	50	50	MP	19
												10	15	(12th) 20											
5	21			2	6	1	2	13	2		Y						Y	15	11	e	TO	25	25	MP	20
																		150							
6	12	1			2	3		7	5		Y	10	15	20			Y	12	11	a d e	TO	50	50	MP	21
												10	15	20				no limit							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity	TO - overtime compensated by time off.	SS - retirement benefits available through social security.
	c-paternity		
	d-military		
	e-bereavement		
	f-personal		
	g-educational		
	h-other		

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
22. Easthampton 15,084	9,472 11,158 (B)			7,904 9,692		7,925			6,344 6,832		2.10	35
23. Easton 13,138	8,000 (MLS)	6,260		5,300				2.30 3.35		3.05		35
24. Fairhaven 16,005	11,975 (BLS)	10,242		7,221 7,550				5,777	5,777	7,655	2.10	40
25. Falmouth 20,648	14,308 16,617 (MLS)		11,791 13,696	8,618 12,383	8,618 10,010	8,618	3.95 4.59	3.52 4.09	3.52 4.59	3.50 4.09	2.51 2.92	37½
26. Woods Hole	4.75 (MLS)							2.80 3.00				20
27. West Falmouth	4.00 (B)							2.80			1.50	18
28. Foxboro 14,690	12,686 16,868 (MLS)			7,735 11,193				5,332 8,681	2.25 3.10	2.25 3.10	1.60 2.30	35

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Number of Empl's.		EDUCATIONAL LEVELS									ERINGE BENEFITS													
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
3	5	1			1	2		2	1	1	N							5	7	a d f	TO	N	N	MP	22
1	9	1			2			7			Y						N	10	10		N	N	N	SS	23
6	3			2	2	1		2	1	1	N	20	(librarian)				N	10	11	e g	TO	0	0	MP	24
												15						90							
11	20	3	1	1	8	1		5	5	7	Y	10	15	20			Y	-		a e f	TO AP	50	Y	MP	25
												10	15	20											
1	2	1			2						N	10	(librarian)				N	0	0		N	N	N	SS	26
	4				1			1	1	1	Y						Y		2			N	N	SS	27
6	8	1			2			5	2	4	Y	10	15	20			Y	7	11	a d e f	TO	50	50	MP	28
												10	15	20				144							

	OTHER LEAVES	OVERTIME	RETIREMENT
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	c-paternity g-educational		
	d-military h-other		

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
29. Franklin 18,379	10,529 12,807 (M/BLS)	6,563 7,834		5,652 6,778				2.81 3.41	2.70 3.26	5,376 6,432	2.30	40
30. Gardner 19,349	11,415 12,122 (MLS)	7,365 9,628		5,826 8,433	4,726 6,699				2.70		2.20	38
31. Grafton 10,630												
32. Greenfield 19,087	11,731 14,071 (B)	9,755 11,705		8,897 10,686			7,410 9,740	6,162 8,107	6,755 8,107		2.20	39½
33. Hanover 10,533	7,793 10,146 (B)			6,502 8,466					3.78	3.45		35
34. Hingham 19,544	15,542 19,146 (MLS)	12,929 15,542		10,627 12,929		10,627	4.00 4.84	3.45 4.17	3.09 3.77	9,244 11,144	2.45	35
35. Holbrook 11,849	9,800 12,000 (MLS)			7,950 9,100		7,950		6,805 7,905	2.83 3.37	3.41 3.97	2.30	40

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
3	17		1	2	1			7	9																29
7	11	1			1		1	4		13	N	19					N	15	10	e	TO	75	0	MP	30
												19						120							
																									31
10	14	1			8	2		3		2	Y	10		25		30	Y	15	11	a e	TO	25	25	MP	32
												10		25		30		120							
4	3				1				3	3	Y		15	20			Y	6	11	e	N	50	Y		33
													15	20				120							
10	27	4			18	1		11	3		Y	10	15	20			Y	15		a d	AP	Y	Y	MP	34
												10	15	20				no limit							
3	7	2						5	1	2	Y	10	(7th) 15		(13th) 20		Y	15	10	a d e	TO AP	50	50	MP	35
												10	(7th) 15		(13th) 20			75							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
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POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
36. Holden 13,629	15,610 (A)			5,757 6,908			4,303 4,561	2,544 6,908			2.00 2.30	35
37. Holliston 12,921	13,151 (MLS)			7,700				3.27 3.60	3.01 3.27			37½
38. Hudson 16,827	11,017 12,695 (A)	9,641 11,083		7,366 9,689		9,641			3.08 4.62			35
39. Hull 10,572	9,657 10,960 (M)	8,268 9,359		8,268 9,359		9,657		3.41 3.85				40
40. Ipswich 11,551	12,350 (MLS)			8,929		8,400	8,911	3.05 4.06	3.20 3.78	3.45 3.92	2.75 3.05	37½
41. Longmeadow 16,676	13,000 15,548 (MLS)	9,179 9,700		6,352 8,407				3.08 3.73	2.34 3.05	9,000	2.10	36½
42. Ludlow 18,183	10,900 12,100 (MLS)								6,100 8,000	3.04 3.58		40

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
3	15				6	3		4	4	1	Y	10	15			20	Y	7½	11	h	TO	50	50	MP	36
												10	15			20		180							
2	11	2			2	1	1	5		2	Y	10		15	20		N	10	11		N	50	50	MP	37
												10		15	20										
7	5	1			2	2	1	5		1	Y	10	15	20		25	Y	12		a e b f d g	TO	50	50	MP	38
												10	15	20		25		90							
2	5		1		2	2		2			Y	10	15	20			Y	15	10	a d e	TO AP	50	50	MP	39
												10	15	20				90							
3	11	3	1		2		2	3	1	2	Y	20					Y	15	12	a e f g	TO AP	50	100	MP	40
												10		20				15							
4	17	1			5	2			9	4	Y						Y		11	a e	TO AP	50	50	MP	41
5	1	1						4		1	Y	10	15		20		Y	31½	11	a e	TO	50		MP	42
												10	15		20			120							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty e-bereavement
b-maternity f-personal
c-paternity g-educational
d-military h-other

OVERTIME

AP - overtime compensated by additional pay.

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RETIREMENT

MP - retirement benefits available through a municipal plan.

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POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
43. Lynnfield 12,009	12,000 13,600 (MLS)			8,000 10,500		8,000	4.02 4.92	3.51 4.35	3.13 3.65	3.80 4.50	2.30	35
44. Mansfield 12,447	12,624 (MLS)	8,518 11,330		3.40 3.68				2.39 3.45				36
45. Marblehead 21,574	13,013 15,817 (MLS)	9,710 11,802		8,807 10,705		8,807			6,900 8,388	7,988 9,248	2.60 3.00	40
46. Marshfield 19,450 Ventress	13,001 14,623 (MLS)	10,683 12,015		8,781 9,877			7,218 8,117	5,934 6,672	2.75 3.70	4.00		37½
47. Rogers Free												
48. Medfield 10,031	6,566 8,178 (MLS)	3.25 4.05		3.25 4.05				2.75 3.34	2.30 2.86			30
49. Middleborough 14,146	9,939 (M)	7,702		7,702 8,298				5,822	2.30			37

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS													
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
3	22	3			4	3	4	7	4		Y	20					Y	12			TO	0	100	MP	43
												10		15				60							
2	10	2			3	1		5	1		N	10	15	20			N	15	11	a e f g	TO	50	50	MP	44
												10	15	20				90							
13	16	3			6		1	5		14	Y	10		15	20		Y	15	11	a b e g	TO AP	25	Y	MP	45
												10		15	20			150							
9	9	2			1	1		6		8	N	10		(7th) 15	(12th) 20		N	10	11	a b d e f	N	50	50	MP	46
												10		(7th) 15	(12th) 20			120							
																									47
	12	1			4	2	2	3			Y	10	15				N	15	a d e		TO	50	N	MP	48
												10	15					90							
5	4							4		5	Y	10			15		Y	15	11	a d g	TO AP	50	50	MP	49
												10			15			105							

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POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
50. Rock Village												
51. Milford 23,366	11,396 12,126 (B)			6,875 7,181								35
52. Millbury 12,121	9,235 (MLS)			2.60				2.30			2.30	40
53. Newburyport 16,341	14,332 (MLS)	8,860					7,800 8,014	6,409	6,944	7,955	2.25	35
54. North Adams 18,424	10,260 12,060 (MLS)			7,005 9,315	3.25			6,750 7,187			2.20	37½
55. North Andover 15,864	14,193 16,410 (MLS)	11,121 12,817		9,393 12,262		10,650		7,944 9,105		8,567 9,894	2.20	35
56. No. Attleboro 19,120	14,383 16,147 (MLS)			8,226 9,174				6,136 7,484		2.84 3.20	2.20	37

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		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
																									50
6					1			5			N	10		15	20		N	0	9	a e	TO	50	50	MP	51
												10		15	20										
1	6	1			1			4	1		Y	10		15		(18th) 20	Y	10	10	a b d e f	AP	25	Y	MP	52
												10		15		(18th) 20		70							
11	2	2			1		1	8		1	N	20	(director)				N	15	11		TO	25	25	MP	53
												10	15	20				100							
7	7	1			6			6	1		Y	20					Y	15	11	a e f	TO	45	50	MP	54
												15													
7	6	2			4			3	1	1	Y	10	15	20			Y	15	10	a d e f	TO	35	N	MP	55
												10	15	20				60							
2	10	2			2			6	2		Y	10		15	20		Y	18		a d e	AP	50	50	MP	56
												10		15	20			60							

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	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
57. North Reading 12,125	12,828 15,410 (MLS)	8,133 9,777		7,770 8,850				5,896 7,371			2.20	35
58. Northborough 10,563	11,608 15,970 (MLS)			8,953 12,316				2.89 3.97	2.89 3.97	2.80 3.56	2.20	40
59. Northbridge 12,165	10,650 13,020 (MLS)				3.20 3.69			2.78 3.69		2.30	2.30	40
60. Oxford 10,822	10,670 (MLS)			6,868					2.55 2.90	3.00	2.40	35
61. Palmer 11,755	10,100 (MLS)	7,055 9,216		5,864 6,642					2.39 2.76	2.57 2.84	2.20	35
62. Pembroke 12,374	5.75 (B)			3.40	4.30				3.24	4.40	2.25	27
63. Cobb												

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
4	8	1			1		3	4	1	2	Y	10	15	20			Y	12	12	a d e	AP	50	50	MP	57
												10	15	20				60							
4	11	2						7	5	1	N	10	(8th) 15				N		10	a d e	TO AP	50	50	MP	58
												10	(8th) 15					90							
2	9	1			1	1		6	2		Y	10		20			Y	15	11	a e f	AP	75	0	MP	59
												10		20				90							
3	6	1					1	7			Y	10	15	20			Y	15	11	a d e f	TO	38	Y	MP	60
												10	15	20				120							
4	5	1						4	3	1	N	10	15	20			Y	12	11	a e	TO	N	N	SS	61
												10	15	20				60							
	12				5	1		4		2	N	5	10	15	20		N	15	10		TO	50	N	MP	62
												5	10	15	20			90							
																									63

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POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
64. Reading 23,696	14,387 18,766 (B)	10,896 14,211		8,723 12,749		8,723		6,605 8,616	5,580 7,292			37½
65. Rockland 17,028	12,000 (MLS)							4,800		3.15	2.20	
66. Saugus 24,716	12,310 13,315 (MLS)			7,168 8,874	6,260 6,771			6,260 7,245	2.88 3.25	8,205 8,874	2.30	37½
67. Scituate 17,829	12,259 14,365 (MLS)	10,465 11,713		7,514 8,164				5,967 6,617	3.28 3.91			35
68. Seekonk 11,351	5.45 (MLS)							4.35	3.25		2.20	25
69. Sharon 13,592	13,836 14,879 (BLS)			8,146 10,668					5,648 7,452	4.00	2.20 2.30	37½
70. Shrewsbury 21,965	12,522 14,931 (B)	10,047 11,982					7,383 8,805	5,924 7,065		8,436 9,647	2.30	

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS													
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
												PROFESSIONALS													
												Days First Year	5th	10th	15th	20th		Days/ Year						
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
13	15	5	2		7	2		5			Y	10	15	20			N	15	11	a b d e g	TO	50	50	MP	64
												10	15	20				90							
8	2	1						1	7	1	N	10	15	20			N	15	11		TO	33	33	MP	65
												10	15	20				60							
9	11	2	1		2			8	7		Y	10	15	20			Y	15	9	a e g	TO	50	50	MP	66
												10	15	20				100							
8	11	2			2	4		5	5		Y	10	(7th) 15		(17th) 20		Y	12	11	a d f	AP	50	50	MP	67
												10	(7th) 15		(17th) 20			120							
	10	1						5	4		Y	10					N		11		AP	50	50	MP	68
												10													
8	4			1	4		1	3		3	Y	10	15				Y	15	11	d	TO	50	Y	MP	69
												10	15					150							
9	16				3	1	1	13	7		Y	10	(7th) 15		20		Y	15	11	a e	TO	50	50	MP	70
												10	(7th) 15		20			105							

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POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
71. Somerset 19,205	13,975 (MLS)			7,525 10,322				2.70 3.50	2.30 3.50	9,234	2.30	35
72. South Hadley 16,568	10,362 12,336 (MLS)			7,754 9,307	5,796 6,950	7,754			3.12 3.82	3.12 3.82		35
73. Southbridge 16,910	11,166 13,566 (MLS)	8,320 10,122		7,931 10,122				2.70 3.45	5,927 7,200	6,219 7,555	2.20	37½
74. Stoneham 21,564	12,388 13,426 (MLS)	11,328 12,366		9,731 10,709			7,708 8,501	7,046 7,708	2.58 2.64	9,096 9,899	2.30 2.58	35
75. Sudbury 14,951	14,000 15,000 (MLS)	9,013 11,296		8,666 10,851				6,734 7,921	6,734 7,921		2.25 2.45	35
76. Swampscott 14,329	16,335 19,032 (MLS)			10,309 12,527		10,309		7,309 9,753	3.01	8,801 10,925	2.56	35
77. Swansea 15,052	7,500 (MLS)	5,000										30

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave					Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS												
											Days First Year	5th	10th	15th	20th		Days/ Year						
											OTHERS												
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
10	7	2			3			12			N	20					N	15	13	a d e f	TO AP	25	25	MP	71
												10	15		20			60							
7	7	3			1				9	1	Y	10	(8th) 15	(12th) 20			Y	15	13	a e g	TO	60	60	MP	72
												10	(8th) 15	(12th) 20				150							
6	9	1			2		1	5	6		Y	10	15	20			N	12	11	b e d g	N	50	50	MP	73
												10	15	20				90							
11	11	2		1	3		3	9	4		Y	10	15	20			N	15	10	a e	TO	60	60	MP	74
												10	15	20				no limit							
6	12	3			6				2	7	Y	10		15	20		N	5	11	a d e	TO	25	25	MP	75
												10		15	20			5							
8	12	3			5		1	5	5	1	N	10	15	20			N	15	11	a b e f	TO	50	50	MP	76
												10	15	20				no limit							
2		1				1					Y	10	15				Y	10	10	a d e f	N	50	50	MP SS	77
												10	15					10							

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POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
78. Tewksbury 24,049	9,868 13,119 (MLS)	8,815 10,588							2.92 4.38	7,703 11,581		37½
79. Walpole 18,504	12,373 15,603 (MLS)	9,623 11,775		9,623 11,775	8,460 10,410			6,866 7,879	2.34 2.78	2.34 2.78	2.20 2.34	38
80. Wareham 15,078	11,050 13,038 (BLS)	8,500		6,552 7,051								37
81. Wayland 13,282	13,300 (MLS)	11,000		10,097 11,815				7,375 8,201	3.40		2.30	35
82. Webster 14,444	8,009 9,541 (H)	5,921 7,031		5,437 6,450				4,405 5,211	2.18 3.15	3.13 3.50		35
83. Westborough 13,954	10,972 15,392 (MLS)			6,097 7,716		10,972			2.85 4.24	2.85 3.57	2.30	35
84. Westford 12,951	9,953 12,501 (MLS)	3.64 4.32		3.64 4.32				2.79 3.64	2.73 3.64	2.53 3.29		38

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		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
											Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
3	5	1			1				6		Y	10	15	20			Y	15	11	a	TO	50	50	MP	78
												10	15	20				no limit		d					
5	32	1			8		3	11	14		Y	20					Y	15	10	a	TO	50	50	MP	79
												10	15	20		(25th) 25		130							
4	1			1	2	2						20						15	15			50	100	SS	80
												5	(2nd) 10					90							
7	7	3			7	1			8	4	Y	20					Y	12	11	a d e g h	TO	50	50	MP	81
												10						no limit							
5	5					1		8		1	N	10		15	20		Y	15	10	e	TO	Y	Y	MP	82
												10		15	20			90							
3	12	1		1	1	2		8	2		N	10	(7th) 15		20		Y	12	10	a d e	AP	50	50	MP	83
												10	(7th) 15		20			120							
2	8	1			1	1	1	4		2	Y	10	15		20		Y	12	11	a d e	TO	50	N	SS	84
												10	15		20			90							

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85. Weston 11,478	14,200 (MLS)	9,200		7,350 8,200		8,000		6,300 7,250	2.75	8,000	2.00 3.00	37½
86. Westport 12,636	9,732 (MLS)						3.61 4.01	3.38 3.75		3.38 3.75		35
87. Westwood 14,019	15,495 18,656 (MLS)			11,947 14,384	6.22	11,947	7,563 9,105	6,379 7,681	3.49	9,048 10,296	2.30	35
88. Whitman 13,476												
89. Wilbraham 13,139	12,844 16,484 (M)			10,628 12,428				7,280 9,360	4,992 7,748		2.20	35
90. Wilmington 17,656	15,016 17,179 (MLS)			10,379 11,892			8,571 10,421	7,089 8,127	6,574 7,533		2.20	35
91. Winchester 22,672	14,782 19,955 (MLS)	12,545 16,622		10,451 13,865			8,545 12,563	4.46 5.89	6,093 10,221	4.15 5.10	2.30 2.50	35

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

M - Masters Degree

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
											Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
7	14	1			8	3		5	2	2															85
1	6	2			1		1	3			Y	10	15	(12th) 20			Y	18	12	a e f	TO	50	50	MP	86
												10	15	(12th) 20				130							
8	18	3			5	2	2	7	7		Y	20					Y	15	11	a d e	TO	50	50	MP	87
												10	15	20				150							
											N	20					N		11½		TO	50	50	MP	88
												5													
7	11	1	1		6			5	5																89
10	9	4			2			4	8	1	Y	10	15	20			N	15	10	a b d e f	TO	25		MP	90
												10	15	20				120							
12	31	4		5	6	5		7	1	15	Y	20					Y	15	11	a d e f	TO AP	50	50	MP	91
												10	(7th) 15	(12th) 20				90							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity c-paternity d-military e-bereavement f-personal g-educational h-other	TO - overtime compensated by time off.	SS - retirement benefits available through social security.

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
92. Winthrop 20,359	13,158 14,196 (MLS)			7,371 9,474				6,317 7,220		9,401 10,337	2.20 2.30	35
93. Yarmouth 17,427 Lib. Assoc.	6,873	2.98						3.30				
94. So. Yarmouth	5,985								2.55 2.80			30
95. W. Yarmouth	8,288 (H)			3.40 5.30				3.70		3.50		37½

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

M - Masters Degree

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS											
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
											Days First Year	5th	10th	15th	20th	Days/ Year								
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
7	9	2			2	1	4	2	5		N	10	15	20			N	14	13	a d e	TO AP	50	50	MP	92
												10	15	20				90							
1	2								1	2	Y	20	(librarian)				Y			e f	AP	50	N	N	93
												10													
1	4				1	2			1	1	Y	15					N	14			N	50	50	MP	94
												15						14							
1	4	1			2			1	1		Y	10					Y	12	12			50	100	MP SS	95
												10						120							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity f-personal c-paternity g-educational d-military h-other	TO - overtime compensated by time off.	SS - retirement benefits available through social security.

Data for Public Libraries

Population Group V (25,000 - 49,999)

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
1. Andover 26,050	15,455 18,964 (MLS)	12,231 14,721	11,309 13,356	10,459 12,231		(10,459)	7,651 8,945	6,797 7,960	7,960 9,299	4.34 4.96	2.25	37½
2. Attleboro 32,650	16,027 (MLS)	8,707 9,783		6,597 8,850			5,900 6,629	5,463 6,138		8,650	2.00	35
3. Barnstable 26,699 Sturgis	8,400 (B)			3.00 3.20				3.00		3.00		40
4. Centerville	6,500							3.50				40
5. Cotuit												
6. Hyannis	12,500 (MLS)			6,125 7,000				3.00 3.30	3.00	3,840*	2.30	35
7. Marstons Mills	4,800 (B)							3.00				30

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B - Bachelors Degree

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
												Days First Year	5th	10th	15th	20th		Days/ Year							
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
20	37	10			5	6	2	10	22	2	Y	20					Y	12	10	e	TO	Y	Y	MP	1
												10	15	20				no limit							
13	11	1			5	2		3	4	9	Y	10		15			Y	15	11	a	TO	25	25	MP	2
												10		15				120							
1	5				2			3		1	Y	15					Y	7		a	TO	N	N	SS	3
												15						7							
1	2									3	N						N	0	0		N	N	N	SS	4
											Y	10					Y	10	10	c e f g	AP	N	N	SS	5
												10						90							
2	8	1	4					3	1	2	Y	20					Y	15	11		TO AP	N	N	SS	6
												5	10												
	2				1			1			N	10					N	5	9		N	N	N	N	7
												10						5							

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty e-bereavement	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity f-personal c-paternity g-educational d-military h-other	TO - overtime compensated by time off.	SS - retirement benefits available through social security.

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
8. Osterville	8,500 (B)	7,000		5,800				2.50	2.30 2.50	2.50 3.00		40
9. Wheldon	5,700	3.30										20
10. Belmont 27,660	16,353 21,170 (MLS)	12,728 16,497		9,629 13,704	9,097 10,774	9,629		7,377 9,283	6,016 8,740	3.47 5.12	2.20	35
11. Beverly 37,382	14,063 14,713 (MLS)	12,375 12,925		9,774 12,375	11,898 12,375		8,132 8,477	7,859 8,132	2.80	10,417 10,800	2.20 2.45	35
12. Billerica 35,831	15,600 17,300 (BLS)			9,675 10,500		9,675	8,800 9,500	8,100 8,850	6,400 7,950		2.30	37½
13. Braintree 36,822	13,995 16,404 (MLS)	11,978 13,995		10,220 11,978	10,220 11,978	10,220	7,557 9,829	6,510 7,557	6,771 7,812	8,279 9,960	1.90 2.10	38
14. Chelmsford 31,749	16,000 (MLS)	10,836			9,130		7,418	3.23	3.42	3.78 4.54	2.30	37½

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A - Associates Degree

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H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									ERINGE BENEFITS												
		Grad.		Bach.							Vacation Leave					Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS													
											Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
4	4				1	2	1	1		3	N	15					N	10	13	a e g	TO	0	N	SS	8
												10													
	3				2					1	N	N					N	0			N	N	N	SS	9
												N													
20	28	6			10		4	15	10	3	Y	20					Y	15			TO AP	50	50	MP	10
												20						no limit							
19	11	4			7		2	9	5	3	Y	10	(3rd) 15	(5th) 20			Y	20	10		TO	25	25	MP	11
												10						200							
8	4	2		1	3			4	2		Y	20					Y	10	10	e	TO	50	50	MP	12
												10	15	20				70							
13	26	8			2		3	13	12	1	Y	20					Y	15	11	a e f	AP	50	100	MP	13
												10	15		20			150							
11	21	2	1		4		4	18	3	32	N	10	15	20			Y	15	10	a e	TO AP	50	50	MP	14
												10	15	20				120							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
15. Chelsea 25,066	13,316 15,505 (MLS)	9,207 10,768		8,473 10,710		8,597	7,786 8,828	7,265 8,307	2.50	6,989 10,731		35
16. Danvers 25,007	14,442 18,315 (MLS)	10,513 13,042		9,164 11,336				6,986 8,491	2.97 3.12		2.20	40
17. Dedham 26,924	13,961 16,424 (MLS)			10,020 11,934	11,673 13,062	(10,020)	9,525 11,497	8,463 9,608	8,186 9,416	7,763 10,409	2.33 2.59	37½
18. Everett 39,713 Parlin	12,199 15,106 (MLS)	9,647 12,010		8,808 11,098	8,548 10,431			7,512 8,975	2.70	8,548 10,431	2.20	36
19. Shute	13,195 (A)			10,754 11,098				8,975 10,754		10,104	2.20 2.50	37½
20. Fitchburg 39,070	17,560 20,813 (MLS)	14,959 17,560		9,279 15,610		11,267	6,828 10,132	5,649 7,306	7,200 8,014	6,654 7,848	2.20 2.60	37½
21. Gloucester 27,209	13,143 15,270 (MLS)	10,962		8,906 9,801		9,465		8,704 9,553	7,866 9,117	9,101 10,098	2.20 2.30	36

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS											
		Grad.		Bach.							Vacation Leave						Sick Leave								
												PROFESSIONALS										% Insur. pd. by Empl's.			
												Days First Year	5th	10th	15th	20th		Days/ Year							
												OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
14	1	4			3		1	6		1	N	15		20				15		a e	TO	25	50	MP	15
												15		20				90							
13	22	1			9	1	6	6	10	1	Y	20					Y	15	11	d e f	N	50	50	MP	16
												20						250							
17	12	6			2		1	13	7		N	10	15	(11th) 20			N	15	11	a b d e	TO	50	50	MP	17
												10	15	(11th) 20				155							
11	4	1	1		7		2	2	1	1	N	10	15	20			N	no limit	12	a e	TO	33		MP	18
												10	15	20											
7	3	1		2		1	1	3	2		N	10	15	20			N	no limit	11	a e	TO	50	50	MP	19
												10	15	20											
28	20	8			6	1	7	26			Y	20				25	Y	15		a d e g	TO	25	100	MP	20
												15		20		25		150							
15	8	2			4	1	1	11	4		N	20					N	18	11	a e b f d g	TO AP	25	25	MP	21
												10	15	20				250							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty e-bereavement
b-maternity f-personal
c-paternity g-educational
d-military h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
22. Haverhill 44,399	11,354 13,619 (BLS)	12,500		9,611 11,307	9,611 11,307		8,830 9,970	8,207 9,013	6,056 7,309	10,331	2.00	40
23. Holyoke 46,790	14,174 (MLS)			8,257 9,379				6,262 7,570	7,385	8,616	2.20 2.30	35
24. Leominster 35,429	15,063 17,587 (MLS)	11,780 14,000		10,675 12,375		10,675	9,670 10,925	8,827 10,084	6,562 8,240	8,107 8,240	2.30 3.00	38
25. Lexington 32,477	14,000 21,400 (MLS)	12,000 18,103	11,383 15,562	10,465 14,298		10,465	8,703 11,790	6,160 8,453		8,730 11,978	2.20 2.50	37
26. Marlborough 30,249	13,914 (MLS)	8,514	8,842	6,824 8,514		6,824	6,824 7,892	6,824 7,892	2.97	7,121 9,880	2.30	35
27. Melrose 32,213	13,831 17,370 (MLS)	10,876 12,735		9,578 11,210	7,184 8,408			7,232 9,077	7,232 9,077	7,696 8,845	2.20 2.42	37½
28. Methuen 35,516	10,500 12,500 (MLS)			5,500 6,500					6,000 6,500	3.25	2.00	37

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave					Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS													
											Days First Year	5th	10th	15th	20th	Days/ Year							
											OTHERS												
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
23	8	3	1		4			18	3	2	Y	20					Y	15	11	a d e f	TO AP	25	50	MP	22
												10	(3rd) 15	(6th) 20				no limit							
14	5	2			5	1		7	4		Y	20					Y	15	12	a e	TO	50	50	MP	23
												20						90							
13	8	3			4	2	1	7	4		N	20					N	15	11	a c e	TO	25	25	MP	24
												10		15	20			no limit							
24	38	7			6	4	13	11	20	1	Y	20					Y	15	11	a b c d g	TO	25	25	MP	25
												20						120							
16	6	3			5	1		5		8	Y	10	15	20			Y	15	10	b e f	TO	50	1	MP	26
												10	15	20				90							
18	27	2	1		9	1	6	5	14	7	Y	20					Y	15	11	a e	TO	50	50	MP	27
												20						90							
4	3	1			1	1	1	3			Y	20	(Director)				Y	10			TO	N	N	SS	28
												10		15											

	OTHER LEAVES	OVERTIME	RETIREMENT
Y - Yes; benefit granted or applies to part-time personnel.	a-jury duty	AP - overtime compensated by additional pay.	MP - retirement benefits available through a municipal plan.
N - No; benefit not granted or does not apply to part-time personnel.	b-maternity	TO - overtime compensated by time off.	SS - retirement benefits available through social security.
	c-paternity		
	d-military		
	e-bereavement		
	f-personal		
	g-educational		
	h-other		

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
29. Milton 27,214	14,609 18,576 (MLS)	12,068 15,389		10,432 13,260	10,432 13,260	10,432	7,784 9,751	6,636 7,649	2.95 3.35		2.20 2.50	40
30. Natick 31,102 Morse	15,912 19,812 (BLS)	12,332 15,912		9,360 15,028		11,648			4.75	9,360 12,220	2.35	40
31. Bacon	4.91 (MLS)								2.75 3.45	4.00	2.00	18
32. Needham 29,936	15,641 18,075 (BLS)	13,044 15,073		11,748 13,526	9,795 10,933	11,748	10,117 11,748	9,145 10,525	7,198 9,468	8,821 11,748		37½
33. Northampton 27,695 Forbes	17,610 (MLS)	13,806		8,840 12,450			6,712 8,120	5,470 6,712	2.25 2.75	9,100 9,521	2.20	37½
34. Lilly	3,600*	2.30										25
35. Norwood 31,316	13,276 17,227 (MLS)			10,589 13,359	7,387 9,234	10,589		6,917 8,348		8,282 10,120	2.00	35

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Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
											Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
13	10	3	2	2	5	1	3	8	13		Y	20					Y	10	10	a d e	TO	50	50	MP	29
												10	15	20				no limit							
13	17	6		1	7	3		6	7		Y	20					N	12	12	e g	TO	50	50	MP	30
												20						165							
	5	1						2	1	1															31
18	13	6		1	5	4	2	1		12	Y	15			20		Y	12	11	a d e f	TO AP	50	Y	MP	32
												15			20			no limit							
18	27	5	1		9	4	5	16	5		N	20					N	15	11	a e		50	50	MP	33
												20						no limit							
	2						1			1	N	10					N	0	12		N	N	N	SS	34
												10													
15	10	5			1	1		6	10	2	N	25					N	15	12	a b e	TO AP	Y	Y	MP	35
												20						150							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
36. Peabody 45,503	12,567 (MLS)	10,823		7,511 10,823				2.95	7,911	9 997	2.20 2.60	36
37. Plymouth 26,907	14,049 15,650 (MLS)	11,997 14,049		10,802 12,425			8,321 9,516	7,780 8,637		4.21 4.94	2.62	40
38. Randolph 29,206	14,463 18,050 (MLS)			7,302 10,338					4.15 4.98		2.30	35
39. Revere 41,292	15,118 (MLS)			11,047			8,372 10,125	7,778 8,643	3.00	9,703		40
40. Salem 38,545	15,964 18,163 (MLS)		9,708 12,898	9,708 11,104	9,215 10,552		8,722 10,001	7,400 8,533	3.00 4.18	9,299 11,123	2.20 2.40	35
41. Stoughton 25,717	15,425 (MLS)	12,312 13,931		11,285 12,824		11,285		7,702 8,936	9,395 10,772	7,702 9,827	2.30	35
42. Taunton 42,148	14,850 (MLS)	10,014		7,727 8,965	6,505		8,355	7,133		7,461 7,964	2.20	35

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

M - Masters Degree

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS																Municipality
		Grad.		Bach.							Vacation Leave						Sick Leave						% Insur. pd. by Empl's.				
											PROFESSIONALS																
											Days First Year	5th	10th	15th	20th		Days/ Year										
											OTHERS																
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	
9	17	3			4		6	6	2	5	N	10	15	20			N	15	11	e f	N	0	N	SS MP	36
												10	15	20				130							
17	7	4		3	1	1		9	4	2	Y	10	15	20			Y	15	12	a d e f	TO AP	1	Y	MP	37
												10	15	20				135							
7	14	3			2		5	4	5	2	Y	10	15		20			15	11	a d e		50	50	MP	38
												10	15		20										
10	2	2					1	9			N	20					N	15	13	a e	TO	30	30	MP	39
												10	15	20				150							
24	24	4			6		8	14	15	1	N	15		20				15	12½	a e f	TO AP	35	35	MP	40
												15		20				65							
10	10	4		1	2	2	2	6		2	Y	10	15	20			Y	16	11	a c d e	TO AP	50	50	MP	41
												10	15	20				no limit							
15	10	1			7	2	3	5		7	N	10	15	20			N	15	12	a d e	TO AP	50	50	MP	42
												10	15	20				no limit							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
43. Wakefield 26,041	13,634 17,680 (MLS)	10,644 13,634		8,455 11,559	8,455 10,644	9,107	6,934 8,455	6,549 7,888	6,934 8,455	7,381 9,107	2.20	37½
44. Watertown 36,075	15,268 18,220 (MLS)	13,180 15,935		9,385 12,760	9,950 12,200	9,385	8,960 10,935	8,400 10,370	6,120 8,200	9,080 11,745	2.20 2.87	37
45. Wellesley 26,593	17,506 26,259 (MLS)	14,493 21,740		10,483 13,195	8,117 10,137	10,483		8,117 10,137	6,388 7,553	6,734	2.30 2.64	35
46. W. Springfield 28,249	12,631 15,111 (BLS)			10,206 12,291				8,853 10,711	6,032 8,231	7,533 8,695	2.20	37½
47. Westfield 32,863	15,000 17,015 (MLS)	10,300 12,026		8,010 11,039	8,354 9,704			7,070 9,298	3.00 3.70	7,368 9,704	2.30 2.70	37
48. Woburn 35,329	17,806 (B)	11,969	10,705 10,950	8,547 10,705		9,000	9,588	8,202 8,705		8,676		

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

M - Masters Degree

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS													
		Grad.		Bach.							Vacation Leave						Sick Leave						% Insur. pd. by Empl's.			
											PROFESSIONALS															
											Days First Year	5th	10th	15th	20th	Days/ Year									
											OTHERS															
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
13	27	3			4			7	9	7	Y	20					N	10	11	a d e f	N	25	25	MP	43
												15						120							
29	28	5		3	10	1	4	15	13	6	Y	20					Y	15	11	e f g	TO	50	50	MP	44
												20						180							
18	40	13	1		6	1	1	19	15	2	Y	20					Y	15	11	a e	AP	50	50	MP	45
												20						30							
12	8	2		1	3			9	5		Y	10	15	20			Y	15	11	a d e	TO	50	N	MP	46
												10	15	20				120							
18	16	1			13	1	2	11	10	6	N	15	20				N	15	11	a e	TO	40	50	MP	47
												15	20					90							
14	7	2	1	1	5	2	1	2	3	4	Y	20					N	15	11	e	TO	50	Y	MP	48
												10						no limit							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

Data for Public Libraries

Population Group VI (50,000 - 99,999)

POPULATION GROUP VI (50,000-99,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
1. Arlington 50,223	14,400 21,600 (MLS)	13,572 14,250	10,867 13,674	9,335 10,874	10,867 12,137	9,335	8,134 9,910	7,469 9,053	6,292 7,949	9,187 11,641	2.30	38
2. Brockton 95,688	19,925 (MLS)	10,736 11,013	9,284 9,975	9,110 9,776	9,262 9,585	(9,110)	8,765 9,376	8,032 8,524	8,032 10,369	9,172 10,336	2.35	35
3. Brookline 53,150	24,268 (MLS)	19,057 21,142	17,680 19,534	12,512 17,461		12,512	10,247 10,878	8,498 10,200		8,203 13,622	2.30 2.60	37
4. Chicopee 58,431	10,402 12,521 (A)	7,316 8,909		6,177 7,770	5,526 7,119			5,526 7,119		6,873 8,434	2.00	35
5. Framingham 65,564	18,082 21,719 (MLS)	14,597 17,534	13,122 15,762	10,810 12,983	11,365 13,651	(10,810)	9,284 11,151	7,707 9,257	6,949 10,508		2.30 2.50	37½
6. Lawrence 67,515	13,851 14,439 (MLS)	9,824 11,447		8,165 9,514	8,669 10,109		7,791 9,068	7,409 8,621		9,581	2.20	35
7. Lowell 91,177	16,838 (MLS)			7,983 9,768				7,983 9,382	2.00 2.57	7,788 10,732	2.00	35

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

M - Masters Degree

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS													
											Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
37	30	17			2	3	15	15	15		Y	20					Y	15	12		TO AP	25	50	MP	1
												15													
32	39	5	1		5		9	40	11		Y	10	(3rd) 15	(5th) 20	(10th) 25		N	15	11	a b e	AP	Y	50	MP	2
												10	(3rd) 15	(5th) 20	(10th) 25										
55	20	21	1	3	10		10	11	10	9	Y	20					Y	15	12	a c d e	AP	25	25	MP	3
												10	15	20				no limit							
27	9				3	2		12	6	13	Y	10	15	20			Y	10	14	e f	TO	50	Y	MP	4
												10	15	20											
42	30	11			22	2	5	19	12	1	Y	20					Y	15	11	a e f	TO	50	50	MP	5
												10						no limit							
22	13	1			6	1	1	21		5	Y	15			20		N	15	10	a d e f g	AP	25	25	MP	6
												15			20			180							
31	10	2			3	2	8	23	2	1	N		15	20			N	15	11	a e	AP	25	25	MP	7
													15	20				185							

Y - Yes; benefit granted or applies to part-time personnel.	OTHER LEAVES	OVERTIME	RETIREMENT
N - No; benefit not granted or does not apply to part-time personnel.	a-jury duty e-bereavement b-maternity f-personal c-paternity g-educational d-military h-other	AP - overtime compensated by additional pay. TO - overtime compensated by time off.	MP - retirement benefits available through a municipal plan. SS - retirement benefits available through social security.

POPULATION GROUP VI (50,000-999,999) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
8. Lynn 80,240		14,441	10,041 13,641	9,241 12,641	9,241 13,141	10,041	8,457 9,520	7,957 9,270		8,605 11,332	2.20	35
9. Malden 55,814	17,280 (MLS)	12,031 14,580	10,944	9,581 10,260		8,740	8,000 9,177	7,438 8,224	2.20 2.50	9,855	2.20	37½
10. Medford 60,702	17,933 20,650 (MLS)	13,049 15,890	10,309 12,545	9,531 11,595	9,166 11,150	9,531		8,144 9,914	6,959 8,845		2.20	35
11. Newton 89,183	20,500 (MLS)	19,360	13,741 15,680	10,651 12,196	9,116 12,196	(10,651)	7,615 8,967	6,780 7,955	8,706 10,236	9,474 12,217	2.20	37½
12. Pittsfield 55,299	13,879 15,222 (M/BLS)	11,193 12,536		9,514 10,857	8,590 9,850			6,660 7,723	5,970 6,911	3.20 3.85	2.43 2.87	35
13. Quincy 91,487	18,696 (MLS)	14,465	12,238 14,362	8,543 13,008	9,006 13,362	10,885	8,217 10,667	4.24 4.63	8,874 12,286	9,863 11,245	2.20	35
14. Somerville 80,596	19,134 (MLS)	13,221		9,619 10,928	10,335 10,928	8,056	8,902 9,228	8,056 8,577			2.35 3.25	35

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

M - Masters Degree

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave					Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS												
												Days First Year	5th	10th	15th	20th		Days/ Year					
											OTHERS												
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
40	37	8			11		14	26	20		Y	20				(25th) 25	Y	15	11	a g	TO	25	25	MP	8
												20				(25th) 25		no limit		b e f	AP				
24	21	8			6		1	11	19		N	15		20			N	15	11	a	TO	25	25	MP	9
												15		20				120		e f					
30	18	10	1	1	8		1	17	6	4	Y	20					Y	21		b e	N			MP	10
												20						no limit		c f d g					
56	45	19			39	11		12	19	1	Y	20					Y			a		33	0	MP	11
												10	15	(13th) 20		(25th) 20		no limit		e f g					
24	35	5	1	2	13	3	2	19	12	2	N						N	15	11		TO	50	50	MP	12
																					AP				
55	53	14	2	3	12	2	12	33	18	12	Y	20					Y	18		a	TO	25	25	MP	13
												10	15	20		(25th) 25		no limit		d e g	AP				
37	19	9	1		7		4	13	9	13	N	20				25	N	25	13	a	N	50	50	MP	14
												20				25		no limit		e					

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty e-bereavement
b-maternity f-personal
c-paternity g-educational
d-military h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

POPULATION GROUP VI (50,000-99,999) Municipality 1975 Population	SALARY RANGES ($) Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	Work Week (In Hours)
15. Waltham 56,757	18,314 21,960 (MLS)	12,508 14,997		10,592 12,700		10,592	8,167 9,793	6,702 8,036	2.20	8,899 11,551	2.20	35
16. Weymouth 56,854	14,609 17,765 (BLS)	11,333 13,760	10,480 12,266	8,621 11,333	9,692 11,333	9,692	7,365 8,964	6,039 7,365	7,667 8,964	7,667 10,085	2.10 2.20	35

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

M - Masters Degree

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS													
											Days First Year	5th	10th	15th	20th	Days/ Year								
											OTHERS													
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
22	7	3		4	3		2	13	3	1	N	15		20		(25th) 25	N		11	a e g	TO	50	Y	MP	15
												15		20		(25th) 25									
26	31	3	1	1	13		4	19	15	1	Y	20				25	Y	15	11	a d f e g	TO	50	50	MP	16
												20				25		140							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty
b-maternity
c-paternity
d-military
e-bereavement
f-personal
g-educational
h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

Data for Public Libraries

Population Group VII (100,000 +)

POPULATION GROUP VII (100,000 +) Municipality 1975 Population	SALARY RANGES ($)											Work Week (In Hours)
	Library Director (Highest Degree)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (M.L.S.)	Senior Library Technician	Library Technician	Clerical	Custodial	Pages	
1. Boston 637,986	35,000 (MLS)	19,100 24,300	13,856 21,400	11,152 15,910	13,856 19,343	11,152		8,511 10,756	7,225 13,806		2.20 3.00	35
2. Cambridge 102,095	26,548 30,016 (MLS)	19,883 21,617	16,541 18,380	11,105 14,704	11,105 12,470	9,522	10,197 10,995	9,552 10,320	8,370 9,792	10,180 12,920	2.33 2.86	37½
3. Fall River 100,339	15,824 17,500 (MLS)	10,247 12,396		7,261 11,977	7,680 9,722	7,261		7,261 11,977	7,261 9,199		2.20	36
4. New Bedford 100,345	15,000 16,000 (MLS)			8,500 12,705	9,500	8,500	7,520 7,935	7,000 7,650	6,700 7,375	6,200 10,250	2.10	35
5. Springfield 168,785	26,302 31,763 (MLS)	17,056 20,618	10,303 14,544	8,933 11,596	8,408 14,544	8,933		6,383 7,865	4,875 8,234	6,011 7,282	2.30	38
6. Worcester 172,342	21,309 24,732 (MLS)	15,862 18,345	13,232 16,467	11,479 13,733		11,479	9,642 11,082	9,016 10,352	6,073 9,016	6,073 8,682	2.20	37½

M.L.S. - includes degrees in librarianship, information science, instructional technology, and educational media.

M - Masters Degree

B.L.S. - Bachelors in Library Science

B - Bachelors Degree

A - Associates Degree

H - High School Graduate

Number of Empl's.		EDUCATIONAL LEVELS									FRINGE BENEFITS												
		Grad.		Bach.							Vacation Leave						Sick Leave					% Insur. pd. by Empl's.			
											PROFESSIONALS														
											Days First Year	5th	10th	15th	20th		Days/ Year							
											OTHERS														
FT	PT	M.L.S.	Other	B.L.S.	Other	Associates	College Student	H.S. Graduate	H.S. Student	Not Indicated	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Holidays	Other Leaves	Overtime	Medical	Life	Retirement	Municipality
528	0	131			47			301	38	11	N	20				25	N	15	13½	a b d e f	TO AP	25	Y	MP	1
												10	15	(9th) 20		25		250							
58	37	19	2	1	22	5	12	16	11	7	Y	10	15	20		25	Y	15	12	e	TO AP	1	25	MP	2
												10	15	20		25		no limit							
30	15	3	1		3	2	2	13	10	11	Y	10	15	20		25	Y	18	10	a e	AP	25	25	MP	3
												10	15	20		25		no limit							
53	14	6			3		9	38	2	9	Y	20					Y	15	11	a e f	TO	50	50	MP	4
												10	15	20				120							
163	43	22		4	33	1	23	71	26	26	Y	20					Y	12	10	a d e f g	TO AP	50	100	MP	5
												15	(7th) 20					96							
134	69	41			3	2		88	69		Y	10	15	20			Y	15	11	a d e f g	TO AP	35	50	MP	6
												10	15	20				150							

Y - Yes; benefit granted or applies to part-time personnel.

N - No; benefit not granted or does not apply to part-time personnel.

OTHER LEAVES

a-jury duty e-bereavement
b-maternity f-personal
c-paternity g-educational
d-military h-other

OVERTIME

AP - overtime compensated by additional pay.

TO - overtime compensated by time off.

RETIREMENT

MP - retirement benefits available through a municipal plan.

SS - retirement benefits available through social security.

SUMMARY TABLE A HIGH MAXIMUM, AVERAGE MAXIMUM, AND LOW MAXIMUM SALARIES FOR SELECTED POSITIONS BY POPULATION GROUP AND REGIONAL AFFILIATION, 1976

This summary table shows maximum salaries paid by reporting libraries arranged by population group and regional affiliation for a group of selected positions, corresponding to those shown in the reports of individual libraries. In most cases, three salaries are displayed in each block. The largest of these is the highest maximum salary reported for that position by libraries in that population group and region. The smallest is the lowest maximum salary reported. The third figure is a computed average of all reported maximum salaries. Where less than three salaries appear, only one or two libraries in that population group and region reported salaries for that position. In these cases, an average maximum was not computed.

Where libraries reported only a single salary instead of a salary range, that salary was included in the data as a maximum. For population groups I and II, salaries shown are hourly; all other salaries are on an annual basis. Of course, the listings for Beginning Salary (MLS) are not maximums as such, but the high and low beginning salaries as reported by respondents (or interpreted to be appropriate), and a computed average beginning salary.

HIGH MAXIMUM, AVERAGE MAXIMUM, AND LOW MAXIMUM SALARIES FOR SELECTED POSITIONS, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1976

Selected Positions	Population Groups I & II 0 - 4,999				Population Group III 5,000 - 9,999				Population Group IV 10,000 - 24,999			
	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group
	Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	
Library Director (MLS)	4.94 4.00	6.06 4.41 3.00		6.06 4.43 3.00	 12,045	15,452 12,189 9,839	8,086 6,000	15,452 11,092 6,000	16,500 13,163 9,235	19,955 14,121 7,500	16,497 13,483 10,100	19,995 13,903 7,500
Library Director (Total)	6.34 3.64 2.45	6.06 4.20 2.65	4.50 2.86 2.10	6.43 3.48 2.10	13,099 9,101 4,889	15,452 10,748 7,000	11,550 8,847 6,000	15,452 9,908 4,889	16,500 12,663 6,579	19,995 13,414 5,632	16,497 13,472 10,100	19,995 13,290 5,632
Assistant Director	3.53 2.77 2.20	4.22 3.35 2.50	3.00 2.55 2.20	4.22 2.93 2.20		11,260 10,260	5,200	11,260 8,906 5,200	12,400 10,374 7,031	16,622 10,830 5,000	13,325 10,488 9,216	16,622 10,713 5,000
Senior Librarian						12,290		12,290		13,696		13,696
Staff Librarian	3.78 2.98 2.20	4.00 3.19 2.40	3.39 2.92 2.20	4.00 3.05 2.20	10,218 7,718 6,240	12,526 9,004 6,187	5,242 4,700	12,526 8,199 4,700	12,316 8,302 6,313	14,384 10,178 5,300	12,454 9,420 6,642	14,384 9,718 5,300
Branch Librarian			2.50	2.50					6,699	11,990 9,653 6,771	6,950	11,990 8,845 6,771
Beginning* Salary (MLS)					9,915 8,639	10,291 8,908 7,472	6,916 6,000	10,291 8,442 6,000	10,972 9,641	11,947 9,374 7,950	10,907 9,051 7,754	11,947 9,399 7,754
Senior Library Technician	3.15	3.38 3.20		3.38 3.24 3.15	6,400	9,200		9,200 6,400	8,805 4,561	12,563 9,533 8,014	9,740 9,393	12,563 9,099 4,561
Library Technician	3.00 2.43 2.00	3.75 2.99 2.20	3.25 2.52 1.90	3.75 2.66 1.90		6,315		6,315	7,072 6,484 5,211	9,753 7,426 4,800	9,360 7,921 7,187	9,753 7,360 4,800

HIGH MAXIMUM, AVERAGE MAXIMUM, AND LOW MAXIMUM SALARIES FOR SELECTED POSITIONS, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1976

Population Group V 25,000 - 49,999				Population Group VI 50,000 - 99,999				Population Group VII 100,000 +				Regional Summary (full-time employees) Pop. Groups III - VII			State Summary
Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group				
Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	
20,813	26,259	17,610	26,259		24,268		24,268		35,000		35,000	24,732	35,000	31,763	35,000
	16,839	16,266	16,901		19,750		19,750	24,732	24,629	31,763	25,835	14,896	15,801	14,540	15,576
17,587	12,500	14,174	12,500		14,439		14,439		16,000		16,000	9,235	7,500	6,000	6,000
20,813	26,259	17,610	26,259		24,268	15,222	24,268		35,000		35,000	24,732	35,000	31,763	35,000
	16,079	15,977	15,668		19,598		18,834	24,732	24,629	31,763	25,835	12,289	14,475	13,025	13,927
17,587	6,500	14,174	6,500		14,439	12,521	12,521		16,000		16,000	4,889	5,632	6,000	4,889
17,560	21,740	13,806	21,740		21,142	12,536	21,142		24,300		24,300	18,345	24,300	20,618	24,300
	13,098		13,331		15,084		14,503	18,345	19,437	20,618	19,455	12,461	12,471	11,270	12,506
14,000	7,000	12,026	7,000		11,013	8,909	8,909		12,396		12,396	7,031	5,000	5,200	5,000
	15,562		15,562		19,534		19,534		21,400		21,400		21,400		21,400
	12,272		12,272		13,838		13,838	16,467	19,890	14,544	17,697	16,467	13,987	14,544	14,131
	8,842		8,842		9,975		9,975		18,380		14,544		8,842		8,842
15,610	15,028	13,526	15,610		17,461	10,857	17,461		15,910		15,910	15,610	17,461	13,526	17,461
	11,245	11,289	11,347		11,779		11,471	13,733	13,824	11,596	13,437	8,997	11,279	9,447	10,309
12,375	5,800	9,379	5,800		9,514	7,770	7,770		11,977		11,596	6,240	5,300	4,700	4,700
	13,260		13,260		13,651	9,850	13,651		19,343		19,343		19,343	14,544	19,343
	10,684	9,704	10,626		11,759		11,213		12,758	14,544	13,115	6,699	11,080	9,633	10,797
	6,505		6,505		9,585	7,119	7,119		9,500		9,500		6,505	6,950	6,505
11,267	11,748		11,748		12,512		12,512		11,152		11,479	11,479	12,512	10,907	12,512
	9,946		10,048		9,915		9,915	11,479	9,108	8,933	9,474	10,369	9,630	8,187	9,571
10,675	6,824		6,824		8,056		8,056		7,261		7,261	8,639	6,824	6,000	6,000
10,925	11,790		11,790		11,151		11,151		10,995		11,082	11,082	12,563	9,740	12,563
	9,466	8,120	9,496		9,724		9,724	11,082			10,004	8,650	9,544	9,084	9,415
10,132	6,629		6,629		8,964		8,964		7,935		7,935	4,561	6,629	8,120	4,561
10,084	10,754	10,711	10,754		10,667	7,723	10,667		11,977		11,977	10,084	11,977	10,711	11,977
	8,698	8,572	8,683		8,798		8,614	10,352	10,175	7,865	9,820	7,520	8,331	8,050	8,221
7,306	6,138	6,712	6,712		8,524	7,119	7,119		7,650		7,650	5,211	4,800	6,712	4,800

SUMMARY TABLE B DISTRIBUTION OF EDUCATIONAL LEVELS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1976

This table displays two types of information. For each population group and region, the upper section shows the number of libraries that employ a Director holding the MLS degree, and the distribution of libraries employing one or more persons with MLS degrees. The lower section shows the distribution of library employees, both full-time and part-time, by educational levels. The figures for Bachelors degree holders include employees with Masters degrees other than the MLS as well as employees with the BLS and other Bachelors degrees. Employees identified as college students by reporting libraries are displayed with high school graduates.

DISTRIBUTION OF EDUCATIONAL LEVELS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1976

	Population Groups I & II 0 - 4,999				Population Group III 5,000 - 9,999				Population Group IV 10,000 - 24,999			
	Regional Affiliation				Regional Affiliation				Regional Affiliation			
	Central	Eastern	Western	Pop. Group	Central	Eastern	Western	Pop. Group	Central	Eastern	Western	Pop. Group
A. Number of libraries in data	33	34	58	125	19	38	12	69	15	63	12	90
Number of libraries with Director holding MLS degree	2	10	0	12	2	10	2	14	9	46	7	62
(% of A)	(6)	(29)	(0)	(10)	(10)	(26)	(17)	(20)	(60)	(73)	(58)	(69)
Number of libraries with one or more MLS degree holders	2	10	0	12	2	12	3	17	10	49	10	69
(% of A)	(6)	(29)	(0)	(10)	(10)	(32)	(25)	(25)	(67)	(78)	(83)	(77)
B. Number of employees FT and PT in data	122	159	139	420	119	286	76	481	193	973	196	1,362
Number of MLS degree holders, all libraries in data	2	10	0	12	2	23	4	29	12	109	16	137
(% of B)	(2)	(6)	(0)	(3)	(2)	(8)	(5)	(6)	(6)	(11)	(2)	(10)
Number of Bachelors degree holders, all libraries in data	21	45	31	97	30	58	16	104	24	225	48	297
(% of B)	(17)	(28)	(22)	(23)	(25)	(20)	(21)	(22)	(12)	(23)	(24)	(22)
Number of Associates degree holders, all libraries in data	11	14	10	35	7	24	6	37	13	61	10	84
(% of B)	(9)	(9)	(7)	(8)	(6)	(8)	(8)	(8)	(7)	(6)	(5)	(6)
Number of high school graduates, all libraries in data	61	62	62	185	50	87	22	159	93	302	56	451
(% of B)	(50)	(39)	(45)	(44)	(42)	(30)	(29)	(33)	(48)	(31)	(29)	(33)

DISTRIBUTION OF EDUCATIONAL LEVELS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1976

Population Group V 25,000 - 49,999				Population Group VI 50,000 - 99,999				Population Group VII 100,000 +				Regional Summary Population Groups I - VII			State Summary
Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group				
Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	
2	39	5	46		14	2	16	1	4	1	6	70	192	90	352
2	27	3	32		13	0	13	1	4	1	6	16	110	13	139
(100)	(69)	(60)	(70)		(93)	(0)	(81)	(100)	(100)	(100)	(100)	(23)	(57)	(14)	(39)
2	34	4	40		14	1	15	1	4	1	6	17	123	19	159
(100)	(87)	(80)	(87)		(100)	(50)	(94)	(100)	(100)	(100)	(100)	(24)	(64)	(21)	(45)
69	974	120	1,163		882	95	977	203	735	206	1,144	706	4,009	832	5,547
11	124	10	145		131	5	136	41	159	22	222	68	556	57	681
(16)	(13)	(8)	(12)		(15)	(5)	(14)	(20)	(22)	(11)	(19)	(10)	(14)	(7)	(12)
10	193	32	235		166	19	185	3	109	4	116	88	796	150	1,034
(14)	(20)	(27)	(20)		(19)	(20)	(19)	(1)	(15)	(2)	(10)	(12)	(20)	(18)	(19)
3	38	6	47		21	5	26	2	7	1	10	36	165	38	239
(4)	(4)	(5)	(4)		(2)	(5)	(3)	(1)	(1)	(0)	(1)	(5)	(4)	(5)	(4)
41	363	51	455		359	33	392	88	391	94	573	333	1,564	318	2,215
(59)	(37)	(43)	(39)		(41)	(35)	(40)	(43)	(53)	(46)	(50)	(47)	(39)	(38)	(40)

SUMMARY TABLE C FRINGE BENEFITS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1976

Figures shown in this table are of two types. For Vacation Leave the table shows the mode, or most frequently occuring, annual vacation allowance in days, for each of the incremental years displayed for professional and other employees as reported by libraries in each population group and region. Where two figures appear the category is bi-modal; that is, both annual allowances occur with equal frequency. For all other benefits the table shows the percentages of libraries in the data (the number of libraries in each population group and region responding to the question) that grant the specific benefit in the manner indicated.

Sick Leave

Percentages shown are of libraries in the data reporting 12 or 15 annual sick leave days, or no benefit. Where the total is less than 100%, the remainder is the percentage of libraries that provide sick leave allowances of other than 12 or 15 days annually.

Holidays

Displayed here is the percentage of libraries reporting 10 or more than 10 holidays each year. Where the total is less than 100%, the remainder is the percentage of libraries in the data reporting less than 10 holidays annually.

Other Leaves

The percentage of libraries with specific provision for each type of leave is indicated here. Percentages shown may total more than 100% due to multiple responses.

Overtime

For this benefit, the percentage of libraries that compensate for overtime either by additional pay (AP) or time-off (TO) is shown. Because some libraries reported that both forms of compensation are available, percentages may total more than 100%. Also, due to such duplicate responses, where percentages total less than 100%, the remainder does not necessarily identify the percentage of libraries not providing for overtime.

Medical Insurance/Life Insurance

For these benefits the display shows the percentage of libraries in which employees contribute more than 50%, 50%, less than 50%, or in which there is no benefit. Where the percentages total less than 100%, the remainder is the percentage of libraries that grant the benefit but did not indicate the contribution required of employees.

Retirement

Shown here is the percentage of libraries that provide retirement beenfits through a municipal plan (MP) or social security (SS). Since only a very few libraries reported that both types of retirement plans are available, where percentages total less than 100%, (for practical purposes) the remainder may be considered the percentage of libraries not providing a retirement benefit.

FRINGE BENEFITS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1976

Fringe Benefits		Population Groups I & II 0 - 4,999				Population Group III 5,000 - 9,999				Population Group IV 10,000 - 24,999			
		Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group
		Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	
VACATION LEAVE													
Professional	1st	10	10	0	10	10	10	20	10	10	20	10	10
	5th	10	10	0	0	15	10	10	10	10	15	15	15
	10th	10	10 - 20	0	0	15	15	15	15	15	20	20	20
Other	1st	10	10	0	10	10	10	10	10	10	10	10	10
	5th	10	10	0	0	15	10	10	10	10	15	15	15
	10th	10	10	0	0	15	15	15	15	15	20	20	20
SICK LEAVE	12	0	16	0	5	0	0	13	12	17	16	20	17
	15	6	20	2	8	14	11	17	15	50	56	60	56
	None	33	20	83	54	29	11	27	25	8	2	0	3
HOLIDAYS	10	18	32	0	13	40	33	40	38	38	22	0	22
	10 +	27	27	9	19	40	42	40	40	54	71	91	71
OTHER LEAVES	Jury Duty	12	29	2	6	25	31	33	30	62	63	91	66
	Maternity	4	6	0	3	0	6	17	6	15	10	18	12
	Paternity	0	3	0	1	0	0	0	0	0	0	0	0
	Military	0	6	0	2	25	31	8	16	46	48	36	47
	Bereavement	24	23	4	15	31	37	42	37	85	66	91	72
	Personal	8	13	11	11	0	3	33	8	31	29	36	30
	Educational	12	10	11	11	19	9	0	10	0	15	9	12
	Other	0	0	2	1	0	0	0	0	0	3	0	2
	None	72	65	91	79	69	60	50	60	15	23	0	19
OVERTIME	AP	33	17	12	19	25	27	33	28	33	36	18	33
	TO	8	30	2	13	25	42	56	40	58	74	91	74
MEDICAL INSURANCE	50% +	0	3	0	1	0	0	0	0	15	2	9	5
	50%	29	41	4	22	27	47	33	39	54	71	45	65
	50% -	13	9	2	7	20	9	25	15	23	21	27	22
	No Benefit	46	41	89	64	27	41	33	36	0	5	18	6
LIFE INSURANCE	50% +	0	6	0	2	7	4	0	4	0	10	10	8
	50%	17	32	6	17	27	19	27	23	54	56	50	55
	50% -	4	6	0	3	20	8	18	13	15	11	20	13
	No Benefit	65	52	87	72	20	65	55	50	31	7	20	12
RETIREMENT	MP	57	70	26	47	93	75	70	77	100	89	91	91
	SS	13	9	15	13	0	25	15	13	0	11	9	9

FRINGE BENEFITS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1976

Population Group V 25,000 - 49,999				Population Group VI 50,000 - 99,999				Population Group VII 100,000 +				Regional Summary Population Groups I - VII			State Summary
Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group				
Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	
20	20	10 - 20	20	-	20	10	20	10	10 - 20	20	10-20	10	10	0	10
20	20	20	20	-	20	15	20	15	10 - 20	20	10-20	15	15	0	15
20	20	20	20	-	20	20	20	20	20	20	20	20	20	0	20
10 - 15	10	10 - 20	10	-	10	10	10	10	10	15	10	10	10	0	10
10 - 15	15	20	15	-	15	15	15	15	15	15	15	15	15	0	15
15 - 20	20	20	20	-	20	20	20	20	20	20	20	20	20	0	20
0	0	8	7	-	0	0	0	0	0	100	17	4	13	3	9
100	80	58	62	-	50	75	71	100	75	0	66	26	45	21	36
0	20	5	7	-	0	0	0	0	0	0	0	26	10	53	23
0	0	20	17	-	9	0	8	0	0	100	17	26	25	8	21
100	100	74	78	-	91	100	92	100	100	0	83	40	61	37	51
100	80	60	64	-	86	0	75	100	75	100	83	31	52	25	42
0	0	13	11	-	21	0	19	0	25	0	17	5	11	5	8
50	0	8	9	-	14	0	13	0	0	0	0	2	3	0	2
50	20	30	30	-	36	0	31	100	25	100	50	20	32	9	25
100	80	75	77	-	93	50	88	100	100	100	100	42	57	29	48
0	0	30	26	-	50	50	50	100	50	100	66	10	24	19	20
50	0	15	15	-	50	0	44	100	0	100	33	15	15	9	13
0	0	0	0	-	0	0	0	0	0	0	0	0	1	1	1
0	20	18	17	-	7	50	13	0	0	0	0	53	34	62	44
0	0	36	30	-	50	0	44	100	75	100	83	62	30	32	49
100	60	77	76	-	50	100	56	100	75	100	83	34	30	16	29
0	0	0	0	-	0	0	0	0	0	0	0	1	4	1	2
0	60	45	45	-	31	100	40	0	25	100	33	52	36	22	42
100	20	33	34	-	62	0	53	100	75	0	67	23	24	11	20
0	20	18	17	-	0	0	0	0	0	0	0	20	30	62	32
50	0	2	4	-	0	0	0	0	0	100	17	4	6	3	5
0	60	40	40	-	38	50	40	100	25	0	33	30	41	20	33
50	0	20	19	-	46	0	40	0	50	0	33	13	15	5	12
0	40	23	23	-	0	0	0	0	0	0	0	41	29	67	40
100	80	80	81	-	100	100	100	100	100	100	100	82	80	50	74
0	20	20	19	-	0	0	0	0	0	0	0	13	5	16	12